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(Continued on page three of cover)

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Technical and Vocational Training Assistance

Cost of capital projects approved under Technical and Vocational Assistance Act up to May 15 estimated at $357.7 million, of which federal contribution estimated at $232.5 million. Estimated new student places provided: 113,000

The total cost of capital projects approved up to May 15 under the Technical and Vocational Training Agreement between the federal and provincial governments was estimated at $357,696,569. Of this total, the share to be borne by the federal Government was estimated at $232,552,818.

These projects, when completed, will provide places for an estimated 112,930 additional students.

Under the agreement, the federal Government undertook to pay 75 per cent of the approved expenditures incurred on the projects by March 31, 1963. Reimbursements for capital expenditures incurred after that date were to be at the rate of 50 per cent.

The reason the federal Government's share as given above amounts to less than 75 per cent is that parts of some of the schools under construction, renovation or expansion are being used for purposes not connected with technical training, and those parts do not come under the agreement.

The provinces have indicated that, by March 31, 1963 they will have completed nearly all of the projects that had been approved by the end of the fiscal year 1961-62, and that they will claim almost all the federal assistance approved in respect to those projects.

More Projects Planned

They have also indicated that they will claim further amounts in respect to other projects for which they have not yet sought approval but on which expenditures will have been incurred before the deadline of March 31, 1963.

The number of projects approved up to May 15 was 409. These included 191 new schools, of which 3 were technical institutes, 27 were trade schools, 6 were combined trade schools and technical institutes, and 155 were vocational high schools.

Projects involving additions and alterations to existing buildings numbered 141. Of these, 8 were technical institutes, 51 were trade schools, 12 were combined trade schools and technical institutes, and 70 were vocational high schools. Another 77 projects involved only minor alterations or additional equipment costing $10,000 or less for each project.

An examination of the figures on capital projects approved shows that projects being undertaken in Ontario account for $251,227,625, or 70 per cent of the total cost, and 85,040, or 75 per cent, of the student places provided by the new projects. Alberta comes second with an expenditure of $30,972,750, estimated to provide 10,125 student places; and Quebec comes third with a total expenditure of $25,434,199 and 4,215 student places.

In Ontario, one new technical institute is to be built, four trade schools, and 139 vocational high schools. The number of buildings to which additions or alterations are being made is 72, of which 55 are vocational high schools.

In Alberta, the new buildings being constructed include one combined trade school and technical institute, and thirteen vocational high schools. Six buildings are being altered or added to.

In Quebec, one new technical institute is being built, eight trade schools, and one combined trade school and technical institute. Existing buildings being added to or altered include four technical institutes, thirty trade schools, and nine combined trade schools and technical institutes.

Figures on total costs of projects and number of student places provided (in brackets) for the other provinces are: Newfoundland $19,979,039 (3,470), Prince Edward Island $1,190,433 (600), Nova Scotia $5,199,000 (1,750), New Brunswick $4,368,375 (2,215), Manitoba $4,629,374 (1,920), Saskatchewan $1,879,187 (554), British Columbia $12,061,607 (2,898), and Yukon Territory $754,980 (144).

As shown by the figures quoted above, Ontario and Alberta have concentrated on the provision of vocational high school facilities; in the other provinces the emphasis has been on institutes of technology and trade schools or adult vocational schools.

Under the agreement, each province has been left free to direct its assisted building program to meet what it considers its most pressing needs for training. As the need of a province for a particular type of training facility is met, the province is at liberty to turn its attention to other types.

50 Years Ago This Month

Minister of Labour moves to provide some protection to immigrants employed in railway construction. Alberta Federation of Labour founded, replacing the former provincial executive committee of Trades and Labour Congress of Canada

Measures undertaken by the Minister of Labour early in the 1912-13 fiscal year to provide certain protection for workmen employed in railway construction were described in a special article in the LABOUR GAZETTE of July 1912.

The article stated that this action had been prompted by representations received from the Trades and Labour Congress and various Trades and Labour Councils in Western Canada, as well as from consuls and vice-consuls of countries from which had come the immigrants who were working in the construction camps.

The complaint most frequently made, which was found on inquiry to be well founded, had been that it was "frequently impossible to procure accurate information, if any information at all, concerning men who are believed to have been employed in certain construction camps and who have fallen ill, or have in some cases become deceased."

Another complaint was that "the possessions of a person deceased have frequently been frittered away in ineffective efforts looking to identification of the owner, or have disappeared otherwise."

The measures undertaken by the Minister of Labour included the sending of one of the fair wage officers of the Department to Vancouver, and the appointment of another officer to take his place. The Department also framed special regulations, and sent copies to the contractors and subcontractors engaged in the work.

These regulations required the employer of any workman who was taken seriously ill or who died to forward to the Department a form giving the name of the person, his age, nationality, place of birth, home address if any, and the name and address of next-of-kin. These particulars, in the case of recent immigrants on whose account these steps were chiefly taken, were then to be sent by the Department to the consular office concerned. Relatives or friends in Canada whose names and addresses were given were also to be informed.

Officers of the Department were also to visit the camps from time to time to report on conditions.

Although at first these regulations were to apply only to railway construction, it was thought that they might be later extended to include other construction work.

The same issue of the GAZETTE reported that, "An organization was formed during June known as the Alberta Federation of Labour, being composed of farmers, miners, and workers in the building trades, who have united to devise and obtain legislation in favour of labour interests. This will take the place of the previously existing provincial executive committee of the Trades and Labour Congress."

Also published in the issue was a special article on conditions of employment in the iron and steel industry in the United States. This article said that a striking fact revealed by a study of labour conditions in the industry was the unusually long hours worked.

"During the period covered by the investigation, 50,000, or 29 per cent of the 173,000 employees of blast furnaces and steel works and rolling mills included in the report, customarily worked seven days per week, and 20 per cent of them worked 84 hours or more per week, which means a 12-hour day every day in the week including Sunday."

The investigation showed that the seven-day week was not confined to the blast furnaces where continuous operation was necessary, but that a considerable amount of other production work was done on Sundays. "The investigation further showed that nearly 43 per cent of the 173,000 employees in the iron and steel industry were working at least 72 hours per week," the GAZETTE said.

Another fact brought out was that "of the total number of employees in the industry under investigation, 85,812, or nearly 50 per cent, received less than 18 cents an hour... A few very highly skilled men received $1.25 per hour."

The article stated that not only was there a large proportion of unskilled labour employed in the industry, but "the fact has been noted that the tendency of recent years has been steadily toward the reduction of the number of highly skilled men employed, nor is this tendency likely to diminish, since each year sees a wider use of mechanical appliances which unskilled labour can easily be trained to handle."

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Municipal Winter Works Program Breaks Previous Record

The 1961-62 Municipal Winter Works Incentive Program was the most successful since the program was introduced in 1958. Up to May 31, closing date of the program, on-site jobs for approximately 145,500 men had been provided; this was 20 per cent more than the year before.

These jobs supplied more than 5,784,000 man-days of work.

The previous year's program provided 121,000 jobs and 5,103,000 man-days of work.

The number of municipalities taking part in the program was 2,745, an increase of 28 per cent over the 2,157 the previous year.

In addition to the jobs provided directly, at least an equal number were provided indirectly in industries that manufacture, sell, and transport the materials used on the winter works projects.

Up to the end of May, 8,247 projects had been approved by provincial governments and accepted by the federal Government. The total estimated cost of these projects was $318,941,000, of which $100,833,000 was direct payroll cost.

During the period of the program, $81,395,000 was expended on direct payroll costs, and of this sum the federal contribution authorized amounted to $40,417,000.

This year's program, which began on October 15, 1961, was broadened to include new classes of projects; in general it covered practically any capital undertaking of a municipality.

For all Canada, water and sewer projects accounted for the greatest activity and provided 43 per cent of the man-days of work. Road and sidewalk projects provided 32 per cent of the man-days of work.

The 2,745 municipalities that participated in the 1961-62 program also included Indian Bands, unorganized settlements and various boards and commissions. The province of Quebec led with 937 municipalities, followed by Saskatchewan with 517 and Ontario with 356. The other provinces and areas, in descending order of municipalities participating were: Newfoundland, 283; Alberta, 237; British Columbia, 145; New Brunswick, 84; Manitoba, 71; Indian Bands, 46; Prince Edward Island, 30; Nova Scotia, 24; Northwest Territories, 12; and Yukon, 3.

Quebec also topped the list of accepted projects, with 2,548. The number of projects accepted in other provinces were: Ontario, 1,503; Saskatchewan, 1,400; Alberta, 917; British Columbia, 748; Newfoundland, 389; Manitoba, 276; New Brunswick, 263; Nova Scotia, 68; Indian Bands, 58; Prince Edward Island, 53; Northwest Territories, 18; and Yukon, 6.

Duke of Edinburgh's Second Commonwealth Study Conference Ends

The Duke of Edinburgh's Second Commonwealth Study Conference on the human consequences of changing industrial environment opened in Montreal on May 14 and came to an end in Vancouver on June 6. Taking part in the conference were some 300 persons, most of them between 25 and 45 years of age, who were carefully selected as probable future leaders. They came from some 35 countries and territories of the British Commonwealth; about 70 were Canadians.

The first Commonwealth Study Conference was held in Oxford, England, in 1956 (L.G. 1956, p. 1122).

Prince Philip, again acting as president, opened this second conference and delivered the keynote address at the University of Montreal, where the first session was held. Other leading speakers at the first session included Rt. Hon. Vincent Massey, former Governor-General of Canada, who acted as chairman of the conference; and Dr. W. A. Lewis, Vice-Chancellor of the University of the West Indies, Jamaica.

Countries represented at the conference included: Aden, Australia, Bahamas, Bermuda, British Guiana, British Honduras, Brunei, Ceylon, Cyprus, Federation of Malaya, Federation of Rhodesia and Nyasaland, Fiji, Gambia, Ghana, Hong Kong, India, Jamaica, Kenya, Malta, Mauritius, New Zealand, Nigeria, Pakistan, Sarawak, Sierra Leone, Tanganyika, Uganda, and the West Indies (St. Lucia, St. Kitts, Granada, Antigua, Barbados and Trinidad).

After spending two days in Montreal, the delegates made a one-day trip to Ottawa to study the role of government in an industrial society, through group discussions with specialists. The conference then returned to Montreal and held a half-day session on "biculturalism" in Canada. The theme of this study was set in an address by Dr. Marcel Faribault, Montreal scholar and businessman. The conference divided into special interest groups to allow members to hold discussions with prominent French-Canadians in different walks of life.

During the next week the conference divided into 20 study groups, each consisting of 14 or 15 persons and led by a Canadian, which dispersed in different directions to visit industrial centres in Quebec, Ontario, and the Maritimes. The groups concentrated on two general themes: the particular effects of the changing industrial environment upon groups of individuals, and the consequences of industrialization for the local community.

The groups came together again at the University of Toronto on May 25 and 26. During these two days the delegates considered the human consequences of metropolitan industrialization, with special reference to local transportation and rapid urban expansion.

The conference members then boarded special trains that were adapted to provide opportunity for group discussions and study periods, and began a week's trip through the Prairie Provinces to the West Coast. The conference stopped in Winnipeg on May 28 to consider the role of organized labour in the changing industrial environment.

May 29 and 30 were spent in the Saskatoon district studying the community aspects of the impact of industrialization on a predominently agricultural province. During this stay each member of the conference stayed as a guest on a farm or in a private home in rural Saskatchewan.

On May 31 the conference went on to Alberta, where a study of transportation in an industrial country was concluded.

On June 2 the members took up residence at the University of British Columbia, and during the next four days completed their notes and attended the closing sessions, which were brought to an end with a short speech by Prince Philip.

Old Age Assistance, Disabled Allowance Recipients Decrease

The number of Canadians receiving old age assistance, and the number receiving disabled persons' allowances, both decreased between December 31, 1961 and March 31, 1962, the Department of National Health and Welfare reported last month. The number receiving blind persons' allowances increased.

The total federal expenditures during fiscal 1961-62 increased over 1960-61 for old age assistance and disabled persons' allowances, decreased for blind persons' allowances.

Old Age Assistance—The number of persons receiving old age assistance decreased from 99,651 at December 31, 1961 to 98,944 at March 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $7,934,000.74 for the quarter ended March 31, 1962, compared with $7,651,859.03 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $250,864,587.44.

Federal expenditure for the fiscal year 1961-62 amounted to $30,810,585.16, an increase of $153,444.11 over the expenditure of $30,657,141.05 in 1960-61.

At March 31, 1962, the average monthly assistance in the provinces ranged from $49.07 to $62.42. At that date three provinces had adjusted their payments to the maximum rate of $65 a month. Payments in the other provinces were based on maximum assistance of $55 a month.

Disabled Persons' Allowances—The number of persons receiving allowances under the Disabled Persons Act decreased from 50,045 at December 31, 1961 to 50,029 at March 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $4,237,467.00 for the quarter ended March 31, 1962, compared with $4,042,658.38 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $88,544,221.08.

Federal expenditure for the fiscal year 1961-62 amounted to $16,433,610.63, an increase of $47,790.88 over the expenditure of $16,385,819.75 in 1960-61.

At March 31, 1962, the average monthly allowance in the provinces ranged from $53.22 to $64.54. At that date five provinces had adjusted their payments to the maximum rate of $65 a month. Payments in the other provinces were based on maximum allowance of $55 a month.

Blind Persons' Allowances—The number of blind persons receiving allowances under the Blind Persons Act increased from 8,562 at December 31, 1961 to 8,573 at March 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,070,925.79 for the quarter ended March 31, 1962, compared with $1,019,045.52 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $35,685,680.40.

Federal expenditure for the fiscal year 1961-62 amounted to $4,129,852.26, a decrease of $31,980.67 over the expenditure of $4,161,832.93 in 1960-61.

At March 31, 1962, the average monthly allowance in the provinces ranged from $53.03 to $64.24. At that date five provinces had adjusted their payments to the maximum rate of $65 a month. Payments in the other provinces were based on maximum allowance of $55 a month.

Canada Attends OECD Seminar on Joint Consultation, Communication

Methods of improving mutual understanding between employers and employees in the individual firm were discussed at an international joint seminar on "Attitudes and Methods of Communication and Consultation between Employers and Workers at Individual Firm Level."

The seminar, under the auspices of the Organization for Economic Co-operation and Development, was attended by a Canadian delegation consisting of John Dickinson, Executive Director of the National Productivity Council; Michael H. Nicols, Canadian Vice-President, International Association of Asbestos Workers; Marcel Pepin, Secretary, Confederation of National Trade Unions; and Dr. W. R. Dymond, Assistant Deputy Minister of Labour. Messrs. Nicols and Pepin are members of the National Productivity Council.

A report giving an outline of present regulations regarding consultation and collaboration between employers and workers at the individual firm level in force in 11 European countries, drawn up with the help of the ILO, was presented at the seminar.

This report was followed by a number of papers by representatives from different countries. The subjects covered by the papers were: Training of Staff in Communications; Part Played by Supervisory Staff and Workers' Representatives in the Two-Way Flow of Information; Information as a Factor in Joint Consultation; Action Taken on Workers' Proposals; The Evaluation of Written Communications; Employers' and Workers' Attitudes Toward Communications; Principles, Aims and Development of Internal Communications Systems; and Information as a Factor in Joint Consultation—Summary of a Case-Study.

Separate sets of recommendations were made by the employers' and the workers' representatives.

The employers' representatives recommended that:

1. Study should be made of all kinds of information and communication which should be available at all levels of an undertaking, taking into account the studies that have been and will be made, and avoiding unnecessary duplication of the work of national and international bodies.

2. All levels of employees require adequate opportunity to consider the information received and to pass back views and suggestions.

3. Training in these important matters, at all levels of the undertaking, requires more attention with regard to study methods and their development.

The workers' representatives agreed with points 1 and 3, but two of them disagreed with point 2 on the ground that trade unions were not mentioned.

The workers' representatives made the following recommendations:

1. The workers' representatives declare that an effective system of joint consultation and communication is an important factor in sound industrial relations, in achieving greater work satisfaction, and economic progress.

2.1 It should be a practice of good management-labour relations to make regular examination of the system of communication in order to secure the maximum efficiency in conveying information both upwards and downwards.

2.2 In all communication and consultation, where appropriate, customary trade union channels should be adequately utilized.

3. At international level, the workers' representatives are of the opinion that the OECD should recommend that member governments should encourage to the maximum the improvement of communication and consultation in industry and that the Organization should stimulate and co-ordinate social sciences research in these fields in the various member countries.

4. The seminar looks forward to the early resumption of the work of the former International Joint Committee for Applied Human Sciences and Industrial Relations within the framework of the OECD.

The employers' representatives agreed with points 1, 2.1 and 3. They did not agree with point 2.2, which they thought not suitable for some of the countries concerned. One employer's representative objected to point 4 on the ground that the seminar was not qualified to make such a recommendation to the OECD.

Two New Monographs Released In Canadian Occupations Series

Two new monographs in the "Canadian Occupations" series, *Careers in Natural Science* and *Careers in Library Service,* have been released by the Department of Labour.

Careers in Natural Science, No. 21 in the series, is a revision of that part of an earlier publication, *Careers in Natural Science and Engineering,* that dealt with occupations in the natural sciences.

Careers in Library Service, No. 47 in the series, outlines the broad field of employment, professional and non-professional, in library work.

Both monographs are available from the Queen's Printer, Ottawa.

The Goldenberg Report

Ontario Royal Commission on Labour-Management Relations in the Construction Industry recommends special provisions in Labour Relations Act to govern that industry, and extensive changes in the province's labour standards legislation

Special provisions in the Ontario Labour Relations Act to govern the construction industry and extensive changes in the labour standards legislation of the province were recommended by the Royal Commission on Labour-Management Relations in the Construction Industry.

The proposals involve appointment of a Construction Industry Panel of the Ontario Labour Relations Board and the establishing of a Construction Industry Wage Board, representative of employers and trade unions in the industry, with all necessary powers to establish and enforce minimum hourly wage rates and maximum hours of work.

The Report recommended further that the Ontario Minister of Labour should call a joint conference of employers and trade unions in the industry to draft plans for multiple bargaining and master agreements and to consider the formation of permanent consultative machinery on matters of general concern.

The Commissioner, H. Carl Goldenberg, Q.C., was appointed on June 27, 1961, under the Public Inquiries Act. He held public hearings in Toronto in October and November, and received thirteen briefs. His report was tabled in the Ontario Legislature on March 26.

The labour disturbances that led to the appointment of the Commission began in the residential building sector of the Toronto construction industry. As a background to the particular dispute, the Commissioner described the economic features of the construction industry in general and the special characteristics of the residential building part of the industry.

That construction is of major importance in the economy of the province is shown by the fact that the value of construction work performed in Ontario in 1960 was $2,340 million, $1,512 million in building construction and $828 million in engineering construction. Residential construction represented almost half the building construction. It was estimated that Metropolitan Toronto accounted for more than a third of the total value of building construction in the province.

A number of special features differentiate the construction industry from industry in general. The product of construction remains fixed in a geographical location, while the plant and the workers move. Jobs at any one site are usually of quite limited duration, and large parts of the work force move about within localities and between areas.

Irregularity of employment is a feature of the industry, which is subject to both cyclical and seasonal fluctuations. In 1960, while total employment in Canada varied by 11.5 per cent between the low point and the peak, construction employment varied by 56 per cent.

The industry operates on the principle of specialization, which is reflected in the organization of construction firms by specialty trades and the parallel organization of the work force by crafts. The trend is to subcontract almost all the work except the carpentry and concrete form work.

It was estimated that, in Toronto, the general contractor in commercial and industrial building subcontracts 80 per cent of the work and the housebuilder almost the whole of it. In heavier engineering construction, however, the contractor may undertake 80 to 95 per cent of the work.

Except in the case of large projects, ease of entry is a characteristic feature of the construction industry because construction requires less capital per unit of output than almost any other industry.

Residential Construction

Residential construction has been organized by unions only to a relatively small degree. Almost all work is done by subcontractors, and competition between trade contractors is intense. The Commissioner summed up the situation as follows:

> The nature of competition between trade contractors in recent years has afforded opportunities to housebuilders, who are engaged in a speculative operation, to reduce contractors' prices by "shopping" the market and "peddling" bids. The boom in housing in Toronto, as elsewhere, in the 1950's attracted to the industry many persons with no previous experience in building, some of whom have been appropriately described as "fly-by-night" and "fast buck" operators. Not unduly concerned with the quality of their product, they took advantage of the straitened circumstances and inexperience of small contracting firms, especially as the boom declined, often forcing bids to be reduced to unsound levels. The responsible builders would then be forced to bring pressure on their contractors in self defence. In a surplus labour market, and without the constraint of collective agreements, the contractors, who are essentially contractors of labour, would seek to recoup themselves by

cutting their own costs at the expense of their employees through substandard wages, excessively long hours of work, and disregard of safety standards, as well as by lowering the quality of the work.

The brief of the Toronto and District Trade Contractors' Council confirmed that the practice of "bid peddling," that is, deliberately importuning a subcontractor into lowering his price below his competitor's by openly revealing the latter's quotation, was becoming prevalent in the residential construction field.

The bulk of the labour force in residential building in Toronto is composed of unskilled and semi-skilled Italian immigrants, most of whom came to Canada in the 1950's. In recent years there was always an excess supply of unskilled labour and the ranks continued to be swelled by the inflow of more immigrants and the entry of the younger generation into the construction labour force. As the boom declined, the labour surplus increased and the workers, unprotected by unions or a minimum wage, bid more strongly against each other for available work.

The Commissioner found that there had been exploitation of workers in house and apartment building by some contractors and that the abuses were an underlying factor in recent labour disturbances. He was not able to measure the extent to which the abuses prevailed, but he had no doubt that "a significant minority" of firms in the housebuilding industry took advantage of the needs, the fears and the limited experience in Canada of the immigrant worker.

Taken together, the kinds of exploitation cited by the Brandon Union Group, the Toronto and District Trade Contractors' Council and the Administrator of the Italian Immigrant Aid Society cover all the classic forms: marginal and below marginal hourly wage rates and short payment of hours worked; kickbacks (the payroll registers and pay cheques show regular wages but the employee is required to return to the employer, or pay him in advance, part of the wages in cash as a condition of obtaining or retaining employment); no more than straight-time pay regardless of hours worked in a week; irregular and long hours; no vacation pay although the provincial legislation requires a minimum of 2 per cent of wages; non-payment of wages (NSF cheques, disappearance of contracting firms without paying employees at the end of the season); collusion of an employer and an employee to circumvent a collective agreement or a fair wage schedule.

Standard practices in the matter of providing statements to the employee indicating wages earned, hours worked and deductions made have been abandoned, and safety regulations have been viewed as a needless expense.

The brief of the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America alleged exploitation in other cities as well as Toronto. Interviews by a union officer with immigrant workers in housing projects in Kitchener in 1959 found wages ranging from 85 cents to $1.50 an hour and very long daily hours. Describing a situation in Guelph the same brief quoted the President of the Guelph Labour Council in August 1960 as follows:

> They've got cement work, curbs, and gutters being done by labourers, and they are paying them anywhere from $1.00 to $1.25 per hour, which is big money. They start them off at about 6.45 a.m. and give them about 45 minutes for a dinner break, and they are through at about 6.45 at night. For this they are paid anywhere from 10½ to 11 hours, depending upon how good the boss feels—we have been to City Council twice now, once with the fact they were hiring all people from Toronto, and transporting them in every day. They had a truck-load of 26 people in a small ½-ton truck—26 men being driven all the way from Toronto, which meant these men were getting up about 4.30 in the morning, coming all the way to Guelph. After they were through at about 6.45 at night, they would load them back in the truck, and go all the way back to Toronto again.

Unions have generally been less successful in organizing workers in residential building than in commercial and industrial construction for the reason, among others, that there is less continuity of employment and more competition for jobs. On the employer side, the large number of small firms with a very high turnover rate makes collective bargaining through employers' associations more difficult than in non-residential construction, where firms are larger and fewer in number.

Approximately 5,000 workers in house and apartment building in Toronto, mainly immigrants, are now members of the following five locals chartered directly by the international unions and commonly called the "Brandon Union Group:"

Bricklayers, Masons and Plasterers International Union of America, Local 40

International Hod Carriers, Building and Common Labourers Union of America, Local 811

United Brotherhood of Carpenters and Joiners of America, Local 1190

Operative Plasterers and Cement Masons International Association of the United States and Canada, Local 117 (Plasterers)

Operative Plasterers and Cement Masons International Association of the United States and Canada, Local 117-C (Cement Masons)

Employment in residential construction in Metropolitan Toronto was estimated by the spokesman for this group at 22,100.

Commercial and Industrial Construction

Commercial and industrial building is almost completely organized in Toronto. Non-union firms account for a relatively small proportion of the total volume of construction. Bargaining takes place between craft unions and associations of employers.

In a move to co-ordinate bargaining, the general contractors and the trade contracting associations formed the Labour Relations Association of the Toronto Construction Industry late in 1960 and have been proposing direct negotiations between the Association and the Building Council, with which the craft locals are affiliated, or concurrent negotiations with each union. Neither alternative has yet been accepted by the unions.

Engineering Construction

Road builders are distinguished from general contractors in that they are engaged in a highly specialized activity in which a relatively small number of firms participate. Subcontracting is mainly for hauling and grading.

Road construction is carried on for only seven or eight months of the year but a small number of key men are employed throughout the year. Unskilled workers are employed and trained by the contractor. With limited alternative employment opportunities, they tend to work for a particular employer year after year.

Much of the work is performed away from settled communities. The standard hours of work are unusually long, the current agreement in Toronto providing for 110 hours of work in any two weeks at straight time.

In Toronto, the organized employers represented by the Metropolitan Toronto Road Builders Association negotiate with a council of trade unions representing the Operating Engineers, the Teamsters and the Labourers. Most of the work is for governments.

It was pointed out in the hearings that the federal Government includes a fair wage schedule in its contracts, as do Metropolitan Toronto and other municipalities, but that, although Ontario Government contracts require the payment of fair wages, no schedule has been formulated. The spokesman for the Metropolitan Toronto Road Builders Association pointed out that the amount of construction available for the contractors has not increased in relationship to the number of contractors that have come into the business. As a result, the business is very competitive and, with no prevailing minimum rate or no minimum rate of wages, there is a tendency to cut wages to get contracts.

The sewer and watermain contractors are dependent in large part on residential building, and particularly on the development of new subdivisions and commercial centres. The contractors are organized in the Metropolitan Toronto Sewer and Watermain Contractors Association and bargain with a council of trade unions representing the same three unions as negotiate with the road builders. The Association recommended that to stop the exploitation of labour a minimum wage schedule should be adopted by areas for the whole province.

The Strike in August 1960

The incidents that led up to the appointment of the Royal Commission began in the summer of 1960. To obtain recognition from the employers in the residential sector, the five Brandon unions took strike action at the beginning of August 1960. When the strike ended in the third week in August, somewhat less than half of the 600 carpentry and masonry contractors had signed collective agreements. Thus a large group of contractors in each trade continued to operate with non-union employees and to pay wages below union rates.

The contractors who had signed agreements claimed that they could not afford union wages and conditions in the face of strong competition from non-union contractors, along with declining activity in house building. Many union contractors lowered wage rates. If the unions objected, they did not avail themselves of the grievance procedure under the agreements.

A strike was called on May 29, 1961, ostensibly to protest against violation of agreements but also as an instrument for the organization of non-union workers. Pickets were placed around non-union residential projects and union supporters put pressure on tradesmen to join locals and on non-union contractors to recognize the Brandon locals.

The affiliates of the Building Trades Council, representing some 25,000 workers in the commercial and industrial field, supported the strike, and some large projects were brought to a halt. The Teamsters union also observed the picket lines.

Early in June 1961, the Premier of the province intervened and proposed a settlement plan involving: the establishing of a special temporary arbitration board to adjudicate the alleged violations of collective agreements; the appointment of additional

labour inspectors to investigate violations of labour standards legislation; and the appointment of a Royal Commission to inquire into labour relations in the construction industry.

Both parties approved the proposal in principle, but it was not until the middle of July that they came to terms and the stoppage ended. In order to give the special arbitration board jurisdiction, both parties had to sign agreements giving it authority to make final and binding orders in connection with grievances.

The unions continued to picket selected residential construction sites for organizational purposes throughout the remainder of the year.

Summing up the situation, the Commissioner said:

> This analysis of labour relations in residential building shows a highly unstable situation arising from the economic characteristics of the industry, a surplus labour market and opportunities for exploitation of workers by irresponsible employers, ineffective organization of employers and of employees, and inadequacies in the law. Such a situation, breeding conflict, calls for remedial measures.

The Remedies Proposed

The Commissioner recommended that special provisions governing the construction industry should be embodied in the Labour Relations Act.

In hearings before the Commission, representatives of contractors and of trade unions agreed on the proposition that legislation of general application, such as the Labour Relations Act, is not appropriate to deal with the special labour relations patterns and problems of the construction industry. The brief of the Brandon group referred to "the peculiar fluidity" of the employment relationship, pointing out that, as a result, "both employer and employee are constantly driven to resort to the labour market, and that virtually all transactions on that market are expected to be impermanent." By contrast, in most other industries, the employment relationship is conceived of as more or less permanent.

"It is not surprising," the brief continued, "that legislation of general application premised upon a general view of the facts of industrial life should be unsuited in many respects to the needs of this particular industry. Nor is it surprising that the malfunction of the legislation has in turn created a situation in which many unions, frustrated in pursuing their admittedly lawful objects by legal means, have turned to extra-legal devices."

The Ontario Federation of Construction Associations stated: "The size of the work force of any particular type of contractor or any building project is constantly changing. Hence, those provisions of the Ontario Labour Relations Act which deal with 'an appropriate bargaining unit,' which is apparently intended to be some collection of regularly employed persons engaged by a particular employer at a particular location, have little meaning in the construction industry."

Recommendations

The following special provisions were recommended by the Commission:

1. The Act should direct the Chairman of the Labour Relations Board to appoint a Construction Industry Panel of the Labour Relations Board, which will be primarily available for cases arising from the construction industry.

2. "Area certification" should be made the general rule and "project certification" should be restricted to long-range projects of a special nature, and this policy should be set out in the Act. (The Board now grants certification for an area unit in an employer's place of "residence," i.e., head office or branch office).

An area certificate should be issued upon the union's establishing that it has the requisite number of members among the employees in the unit at the time when the application is made, and, further, where a union has bargaining rights, either through certification or on renewal of a collective agreement, the employer should be obliged to bargain with it even when there are no employees in the bargaining unit on the job. Where, as the result of a build-up of employees following certification, the union may no longer represent the majority of the employees in the unit, the Board should be empowered to entertain at its discretion an application from such employees for termination of bargaining rights at an earlier stage than is now provided in the Act.

3. The Act should be amended to provide for multi-employer units and that two or more trade unions may join in an application for certification.

4. To avoid delay in the certification procedure, special provision should be made in the Rules of Procedure of the Board for the expeditious processing of construction industry cases. Hearing officers with the rank of Deputy Vice-Chairman should be appointed and the Panel should be author-

ized to grant interim certification without public hearings upon the report of the Hearing Officers, subject to review by the Board at the request of an interested party.

5. The Act should be amended to reduce the periods provided for negotiation and conciliation, because the delays involved in negotiation and conciliation procedures are unduly long in terms of the requirements of collective bargaining in construction. If the conciliation officer reports that he has been unable to effect a collective agreement, a conciliation board or mediator should be appointed only upon the joint request of the parties. The Act should further provide that the parties may agree in writing to accept the report of a mediator or a conciliation board, as the case may be, and that, upon doing so, they should be bound by the report.

6. To facilitate conclusion of negotiation and conciliation before the expiry of an existing agreement, the Act should be amended to require that notice to bargain should be given within three months and not less than two months before the expiry date of the existing agreement.

7. To provide a more expeditious way of dealing with grievances while agreements are in effect, the Act should be amended to require all collective agreements in the construction industry to provide for settlement by an arbitrator designated in the agreement or selected from a panel of arbitrators named in the agreement. Such an arbitrator should be required to make his award within five days from the termination of the hearings, unless the period is extended with the consent of both parties.

8. The Act should be amended to provide that "where a business or part thereof is sold, leased or transferred, the purchaser, lessee or transferee shall be bound by all the proceedings before the date of sale, lease or transfer and shall become *ipso facto* a party thereto, and that the proceedings shall continue as if no such change has occurred, and that if a bargaining agent was certified the certification shall remain in effect, and if a collective agreement was in force that agreement shall continue to bind the purchaser, lessee or transferee to the same extent as if it had been signed by him." (A number of cases were cited to the Commissioner where an employer in the housebuilding branch of the construction industry evaded collective bargaining with a certified union merely by effecting a nominal change in the legal entity of the business.)

9. The Act should be amended to empower the jurisdictional disputes commission to deal with jurisdictional disputes that originate because of claims put forward by a union whose members are not at work on a project but who think they should be employed there. Further, the Act should expressly prohibit strikes, picketing and lockouts in connection with a jurisdictional dispute, and the jurisdictional disputes commission should be empowered to make orders requiring any party to cease and desist from doing any act which prevents the implementation of the order.

The Ontario Federation of Construction Associations claimed that jurisdictional disputes, arising from the conflicting claims of unions to perform a particular type of work, usually result in work stoppages and picketing, and that such machinery as exists for dealing with the problem is ineffective.

In the Commissioner's view, jurisdictional disputes over work assignment, to be understood, must be related to the organization of the industry, which, as pointed out above, is based on the principle of specialization. "Subcontract specialization by material or product component and the division of labour by crafts or trades are applications of this principle."

The craft union structure of the building trades is the counterpart of the system of specialization under which the industry operates. Craft unions, operating in a labour market with an extremely high rate of turnover and, therefore, a very low degree of security of job tenure, seek to achieve more security for their members. Accordingly, with the employment and income of its members dependent on the availability of their specialized work, the union in each craft seeks to protect and enlarge its task jurisdiction and thereby the employment opportunities of the craft. Its jurisdictional claims correspond in a sense to the seniority rights of workers in industrial plants.

Among the factors contributing to jurisdictional conflict are the overlapping of jurisdictional claims under the respective union constitutions; changes in the materials used due to technological developments; competition between subcontractors; and work assignments by contractors which differ from the custom of the trade.

The Commissioner noted that strikes to enforce the claims of one union against those of another are prohibited by the internal rules of international building trades unions, and that the constitutional provisions of the Building and Construction Trades Council of Toronto and Vicinity

state that "picketing of jobs will not be permitted for settling jurisdictional disputes between affiliated unions of the Council."

The principle of adjustment without work stoppages has been accepted but the existing machinery of voluntary settlement, the National Joint Board for the Settlement of Jurisdictional Disputes, in Washington, D.C., has not always been effective as applied to disputes in Canada.

J. J. Pigott, the spokesman for the Ontario Federation of Construction Associations, submitted that:

> . . . on several occasions when Ontario contractors have sought relief by appealing to this tribunal to solve a local jurisdictional dispute, they have encountered all of the annoying delays and frustrations which naturally arise because the tribunal operates as a merely voluntary arrangement between certain unions at the top level; because it is too far distant from the site of the actual dispute to operate effectively; because of extraordinary delays in getting the facts before such a tribunal; and because of the practice of this tribunal in making decisions which are only applicable to the particular work project upon which the dispute has arisen and do not necessarily have any precedent value with respect to a similar dispute on an adjacent work project.

The Commissioner recommended that "the trade unions and employers' organizations in the Ontario construction industry should jointly set up their own machinery for the settlement of jurisdictional disputes along the lines of the Joint Board for the Settlement of Jurisdictional Disputes in Washington, or as may otherwise be appropriate to Ontario as a Canadian province."

It would still be necessary, in the Commissioner's view, for the law to provide for cases where voluntary adjustment cannot be effected. Such a procedure was introduced into the Ontario Act in 1960. The Lieutenant-Governor in Council is empowered to appoint one or more jurisdictional dispute commisssions to deal with jurisdictional dispute complaints and to issue orders and directives. A commission was appointed and it has issued orders in approximately thirty cases. In none has it been found necessary to enforce compliance by registering an order in the Supreme Court as may be done if there is failure to comply with the order, a fact which indicated to the Commissioner that it has been meeting with success in the performance of its functions.

Its jurisdiction has been affected, however, by the decision in the recent case of *Canadian Pittsburgh Industries Limited vs. H. Orliffe et al* (L.G., Jan., p. 77), which holds, in effect, that it may deal only with disputes that arise between different groups of employees working for the same employer on a project.

10. More effective enforcement should be achieved by extending the authority of the Labour Relations Board. It now has authority to inquire into a complaint of an individual that he has been discriminated against or otherwse dealt with contrary to the Act, and to issue remedial orders. He would confer upon the Board broad powers to deal with all cases of violation or failure to comply with the Act or an order under it. To expedite such enforcement he recommended that hearing officers be authorized to issue orders, subject to appeal to the Board by an interested party.

In briefs submitted to the Commission, both contractors, organizations and trade unions alleged that there had been violations of the Labour Relations Act by the other party. Evidence before the Commission showed that in the housebuilding industry, including apartment construction, both unions and management had disregarded the provisions of labour relations legislation.

In consequence, the Commissioner found that the situation called for some changes in the enforcement provisions of the Act but he said he could not accept the drastic changes suggested in some briefs, which would unduly enlarge the role of the state in industrial relations without achieving the desired result.

> Their authors apparently assume that every problem can be solved by a law and that the courts will always provide an effective remedy with minimum delay. The facts are that some problems of human relationships cannot be solved by law alone and that delays in the courts may far exceed the delays of administrative tribunals. These considerations apply to labour legislation which seeks to promote industrial peace through collective bargaining.

The Commissioner found worthy of serious consideration the submission by the Ontario Federation of Construction Associations that the present system of negotiation, in which each local craft union insists on separate craft bargaining in the organized part of the industry, is chaotic and wasteful. He concluded that "considering the interdependence of the various crafts on a construction project and, having regard to the bargaining experience in Toronto and in other areas in the recent past, it is clear that a system of consecutive independent bargaining by each craft can produce disorder in the industry whenever agreements are subject to renewal."

He did not think that the law could properly require multiple and concurrent bargaining, but he thought it should facilitate it. He considered that the recommendations he had made for amendment of the Labour Relations Act would do so.

He further recommended that the Minister of Labour should call a joint conference of employers and trade unions in the construction industry to consider and formulate plans for multiple bargaining, master agreements, a uniform expiration date of collective agreements in each bargaining area, and to deal with related matters.

If the conference is successful, the establishment of a permanent Joint Labour-Management Council might be considered. It should meet periodically on matters of general concern, such as winter employment and training. The promotion of year-round employment in construction would improve industrial relations, and government, management and labour should co-operate toward ths end.

Minimum Standards

It was established in the briefs to the Commission that the legislation of the province had not been effective in preventing exploitation of workers in residential building. It was pointed out in the briefs that there was no general minimum wage for men, and that in the two trades, plastering and painting, in which industrial standards schedules set minimum rates and conditions of work for tradesmen, there appeared to be widespread violations.

The Hours of Work and Vacations with Pay Act was said to be observed in the breach, rather than in performance.

The Commissioner made recommendations with respect to several Acts establishing minimum standards.

The Industrial Standards Act

In the Commissioner's view there were several reasons for the ineffectiveness of existing schedules and the failure to negotiate more schedules. (Only two, for the plastering and painting trades, are in force in the Toronto zone.)

A schedule applies to a specific trade in all branches of the industry. The trade is not defined precisely and there is no provision for certification of skilled tradesmen, with the result that an employer covered by the schedule may find himself compelled to pay the skilled tradesman's rate to semi-skilled employees, or, on the other hand, an immigrant who is a skilled tradesman may have to accept substandard wages because he cannot prove he is skilled.

The zones are defined to include urban areas and the zones have not kept up with urban development. Housebuilders engaged in work outside the zone have an unfair advantage over those who have to pay the scheduled rate within the zone.

The rates are the top rates under collective agreements in the commercial and industrial sector and the hours are the same as in those agreements. The extension of these rates and hours to residential building has deterred agreements on schedules. In his opinion, the difference between the economics of the two branches of the industry warrant variations in construction schedules which the crafts are not prepared to accept.

Further, adequate administrative machinery and a proper system of inspection by a staff of qualified inspectors and auditors is lacking.

Considering the foregoing, he found that the Act as presently applied to the construction industry does not offer a solution to the problem of protecting the unorganized worker and the responsible employer in the sectors of the industry where collective bargaining is weak.

Minimum Wages and Maximum Hours

The Commissioner's finding was that the construction worker needs the protection of a minimum wage. The facts show that both unskilled workers and tradesmen in the unorganized sector of the industry are particularly vulnerable to competitive pressures on their wages and working conditions that may and do lead to exploitation. Under the Minimum Wage Act, minimum wages have been set only for women. The conditions in the unorganized part of the construction industry call for a change of policy in Ontario in this respect.

Having concluded that a minimum wage was necessary, he reached the further conclusion that it should be a rate that took into account the seasonal nature of the industry, loss of time caused by inclement weather, and loss of time in transferring between jobs. A minimum adequate for a worker in an industry with a steady employment pattern would not be adequate for a construction worker. The lowest rate proposed in the recommendations made to the Commission for unskilled construction labour was $1.25 and the highest was $1.60.

He favoured the establishment of two rates only, one for tradesmen and another for other employees, a method adopted in British Columbia's Construction Industry Male Minimum Wage Order No. 12 (1960), which sets minimum rates of $2 per hour for tradesmen and $1.30 per hour for other employees for a 40-hour week.

He accordingly recommended that legislation be enacted to create a Construction Industry Wage Board composed of an equal number of representatives of trade unions and employers in the industry and a

public member as chairman, with all necessary powers to establish and enforce minimum hourly wage rates and maximum hours of work in the construction industry.

The Board should first determine and establish an appropriate minimum wage rate for tradesmen and an appropriate minimum wage rate for other employees, and the maximum number of hours to be worked at such rates, for the Metropolitan Toronto-Greater Hamilton area, since it is in this area that immediate remedial measures are required. It should then conduct the necessary inquiries and investigation for determining minimum rates and maximum hours in the construction industry in other parts of the province or for the province as a whole. The Board should review its orders periodically.

The Board would need to be provided with an adequate staff of qualified inspectors and auditors. Without a satisfactory system of inspection, the Commissioner emphasized that the law would be a dead letter in so far as some contractors are concerned and would not provide the required protection either for the workers or for the responsible employers. All employers should be required to post the orders of the Board where the employees will be able to read them, in English and in the principal language of the employees, if it is other than English.

Further, the Government of Ontario should specify fair wages and maximum hours of work in government contracts.

Vacations with Pay

There was general agreement in the briefs to the Commissioner that the provision for vacations with pay is not properly enforced. He attributed this to inadequate inspection because of the limited available inspection staff and to inadequate penalties to serve as a deterrent.

He noted that when an employer is convicted of violation of the vacation with pay provisions, the fine is a nominal one ("not less than $25") and it is not mandatory for the magistrate to order the employer to pay the employee his vacation pay, and, if he does issue such an order, it must be filed by the employee in a division court to become effective.

He recommended that the Hours of Work and Vacations with Pay Act be amended to make it mandatory upon the magistrate to order an employer convicted of violation to pay to the Industry and Labour Board, on behalf of the employee, the amount due him in vacation pay.

He also recommended a review of the regulations governing the use of stamps in the construction industry, adequate inspection, and the posting by the employer of notices and regulations under the Act.

Protection of Wages

The abuses in residential building revealed by the inquiry pointed to a need for effective legislation for the protection of wages. The Master and Servant Act and the Mechanics' Lien Act do not meet the requirements of the situation.

The Commission accordingly recommended that wages protection legislation be enacted in Ontario. It should make the prime contractor or builder responsible for ensuring the payment of wages by his subcontractors, and should authorize the Minister of Labour to require the employer who has defaulted in the payment of wages to furnish security to guarantee the payment of wages to his employees.

The practice of "kickbacks" should be prohibited; employers should be required to furnish each employee with a complete pay statement on every payday, and employees should be informed of their rights under the legislation by the posting of an abstract or other material prescribed by the Minister, in English and also in the principal language of the employees if it is other than English.

He further recommended that the Master and Servant Act be amended by raising the amount that may be claimed for wages due and unpaid from $200 (the present maximum) to $500 and by allowing proceedings to be taken within six months, instead of one month, after employment has ceased or after the last instalment of wages was due, whichever is later. He also recommended that the Mechanics' Lien Act should be reviewed in terms of modern requirements.

Registration of Contractors

To meet the enforcement problem arising from the difficulty of identifying and locating contractors in housebuilding, the Commission recommended that legislation be enacted requiring all builders, contractors and sub-contractors to register with the municipal authority in all municipalities in which they operate, and that the municipalities be authorized to charge a fee for such registration.

He would also require all persons to whom a building permit has been issued to report to the municipal authority the names of all contractors and subcontractors employed on the project, and would require the municipal authorities to report such registrations and other data regularly to the provincial Department of Labour.

He noted that the Royal Commission on Industrial Safety had found that licensing was necessary to force compliance with safety regulations in the construction industry, and recommended the adoption of legislation setting up a system of licensing. If this recommendation were implemented, a system of registration would not be necessary.

Apprenticeship

The Apprenticeship Act should be revised to take cognizance of developments in vocational training and of economic and industrial changes. Specifically, the upper age limit of 21 for apprenticeship should be repealed in view of the fact that large numbers of workers are unemployed because of a lack of the required skills.

Legislative Action

Before the Ontario Legislature prorogued on April 18, action was taken to implement a number of the recommendations.

The Labour Relations Act was amended by inserting provisions applicable to the construction industry, and a panel of the Labour Relations Board has since been named to deal with construction industry cases.

The enforcement provisions of the Hours of Work and Vacations with Pay Act were strengthened, and the Master and Servant Act was amended with respect to wage claims that may be dealt with under it.

Details of the new legislation will be reported in a later issue.

Changes in General Assistance Legislation from November 1960 to December 1961

Major changes are made in general assistance legislation in Quebec, Ontario Saskatchewan and Alberta; minor changes in Newfoundland, Manitoba. Several provinces amend legislation on mothers' allowances, accommodation for aged

GENERAL ASSISTANCE

Major changes were made in legislation on general assistance in Quebec, Ontario, Saskatchewan and Alberta; and minor changes were made in Newfoundland and Manitoba.

Newfoundland

Under Regulations gazetted December 12, 1961, some changes were made in the amount of social assistance that may be granted to a person toward repairs and renovations of his home. The Social Assistance Board may, as formerly, grant a person in any one year an amount not in excess of $240 for this purpose, but a new provision permits an aggregate of such grants of up to $960 in any four-year period.

Any amount in excess of $960 must be approved by the Lieutenant-Governor in Council, and then only if the debtor gives the Minister of Public Welfare a mortgage on the land on which his home is situated and, if required, on any additional land. The terms of repayment of the excess are as prescribed by the Lieutenant-Governor in Council.

Formerly, subject to the approval of the Minister of Public Welfare, the Regulations permitted an increase in the basic amount up to $750, in any one year, with any amount in excess of $750 to be approved by the Lieutenant-Governor in Council.

The Social Assistance (Consolidated) Regulations, 1961, published in the Newfoundland Gazette of January 17, 1961, consolidated all Regulations under The Social Assistance Act, 1954, and revoked all former Regulations.

The Dependants' Allowances (Repeal) Act, 1961, and The Mothers' Allowances (Repeal) Act, 1961, repealed The Dependents' Allowances Act and The Mothers' Allowances Act respectively, since the terms of both of these Acts had been incorporated in The Social Assistance Act, 1954.

Quebec

It will be recalled that major changes were made in general assistance in 1960 with full assumption by the province of costs of aid (L.G. 1960 p. 1256).

An amendment to the Quebec Public Charities Act, assented to May 10, 1961, added to the classes of persons assisted under the Act. The amendment, effective from September 1, 1961, provides for monthly allowances, payable by the province, of up to $65 to needy widows or spinsters of 60 to 65 years of age, and for monthly allowances up to $10 to

needy persons receiving old age security, old age assistance, or blind or disabled persons' allowances. Additional amounts may be given in cases of necessity. The amendment also provides for allowances to needy persons who are not hospitalized and not assisted under other provisions of the Act.

Rates

Regulations under the Quebec Public Charities Act (O.C. Nos. 1664 and 1665) dated July 27, 1961, and effective September 1, 1961, replaced former Regulations. These Regulations, which were gazetted September 30, 1961, made changes in rates and a number of important administrative and other changes. They were then amended by Regulation O.C. No. 1887 dated September 7, 1961, also gazetted on September 30.

Under Regulation 1664, rates of assistance and maximum allowable income are set for needy widows and spinsters and for persons receiving aid in the home. Under Regulation 1665, allowances for persons not hospitalized and not assisted under other provisions of the Act are to be at a rate to be set by the Lieutenant-Governor in Council.

Allowances over and above the basic rates are authorized for all classes. O.C. No. 1664 authorizes additional allowances up to $25 a month for heads of families, if the beneficiary is living in a city or in another municipality where the cost of living is declared equally high. Under Regulation 1665, an additional allowance up to $15 a month is provided for recipients of "governmental allowances" who reside in areas recognized as high-cost areas by the Lieutenant-Governor in Council.

Recipients of "governmental allowances" means those categories of persons who receive federal-provincial and provincial allowances as follows: old age security, blind persons' allowances, disabled persons' allowances, needy mothers' assistance, or aid to needy widows and spinsters.

O. C. 1887 of September 7, 1961, authorizes the administrative authorities to increase the rates, if they are inadequate, but not the maximum income, by $15 a month for all classes of recipients living in a city or in another municipality forming part of the Corporation of Metropolitan Montreal, or in one of the cities or towns of: Anjou, Côte St. Luc, Dorval, St-Léonard-de-Port-Maurice, Quebec, Sillery and Ste. Foy.

Administration

The Regulations of July 26, 1961 (O.C. 1665) transferred administration of supplementary assistance and special assistance (unusual expenses) from the Social Assistance Services of the Department of Family and Social Welfare to the Social Allowances Commission of the Department.

Payments formerly made by municipal and voluntary agencies, subject to the approval of the Social Assistance Services, are now to be administered by and made directly by the Commission. Under O.C. No. 1887, voluntary and municipal agencies were given until January 1, 1962, to transfer all such cases to the Commission. Emergency assistance formerly payable by municipal or voluntary agencies may now also be paid directly by the Commission.

Means Test

Some changes were made in the means or needs test. The allowable income is now based on whether or not the individual is single or the head of a family, and whether or not he is employable or unemployable for 12 months or more. The amount of allowable cash or liquid assets for a single employable person is now $200, and for the head of a family, $400, including the capital of his spouse. The same rates apply to a person unemployable for less than 12 months.

A single person or head of a family, if unemployable for 12 months or more, may have cash or liquid assets of $1,000 including, for a married person, the capital of his spouse. A similar amount is allowed for a widow or spinster 60 to 65 years of age, and for a recipient of old age security, old age assistance, or blind or disabled persons' allowance.

Under O.C. 1665, employable persons applying for assistance are now obliged, like other categories of persons, not to have transferred assets within five years of application for the purpose of qualifying for assistance payments. Under former Regulations the period for this group was one year.

Income is computed much as before, with some slight changes in the proportion to be included of the amount paid for food and lodging by persons outside the family; this has been reduced from 40 to 30 per cent. O.C. 1664 and 1887 set out the financial obligations of relatives; those with whom the petitioners or beneficiaries live are obliged to contribute to their support either in money or in kind, an amount equal to at least 20 per cent of the taxable income.

Children living with parents who are beneficiaries of an allowance are obliged to pay for board and lodging an amount up to $50, that is, a third of their monthly

income up to $150, and in addition, 10 per cent of the monthly income in excess of $150.

Ontario

Substantial changes were made under the General Welfare Assistance Act by Regulations gazetted November 12, 1960 (O. Reg. 293/60), and subsequent amendments.

The major change made by these Regulations is in the schedule of maximum rates of general assistance that the province will share with the municipalities. The schedule includes a specified amount for food, clothing and household sundries, termed "the pre-added budget," which replaced the former separate amounts for each of these items, and includes, as well, the milk allowance formerly expressed in terms of quantity. Separate schedules are set out for single persons and for heads of families, with amounts according to the number and age of dependants.

Rates were subsequently raised by Regulations gazetted February 25, 1961 (O. Reg. 31/61). The amounts for all pre-added budgets were increased. The rate for a single person living alone, for example, was raised from $27.75 to $29.85 a month; that for a head of family with one dependent adult was raised from $49.50 to $53.80 a month; and the rate for a family with one child 10 to 15 years of age was raised from $60.35 to $66 a month.

All shelter allowances were also raised by the above Regulations. The rate for single persons renting furnished and heated premises was raised from $18.50 to $25 a month. For heads of families renting unheated premises, the range was increased from $19-$34 a month to $25-$40 a month, the amount varying with the number of rooms, from one to six; and for those renting heated premises, the corresponding increase was from a range of $23.05-$47.80 to a range of $29.05-$53.80. The monthly amounts added for each room in excess of six remains unchanged.

The total maximum allowances, including all items, for heads of families with dependants remain unchanged.

A later amendment (O. Reg. 172/61) of July 3, 1961, raised the ceiling for shelter allowances in municipalities having a population of 100,000 or more (that is, Metropolitan Toronto, Hamilton, Ottawa, London and Windsor). The maximum amount which the province will share with these municipalities for heated premises is $75 a month and for unheated premises, $65 a month. The total maximum allowance for all items including the pre-added budget may be increased by the amount of the excess paid for the shelter allowance in these municipalities.

In assessing an applicant's income, a municipal or regional welfare administrator must include the net amount of some items, such as income received from roomers, boarders, or from rented self-contained quarters (80, 40 and 60 per cent respectively), and 40 per cent of the gross amount received under old age security, old age assistance, blind persons' allowances, disabled persons' allowances, or mothers' allowances. He must also include the gross amount of payments, such as those received under a mortgage, agreement for sale, annuity or maintenance order. Income does not include family allowances, donations made by a religious, charitable or benevolent organization, and casual gifts of small value (O. Reg. 172/61).

With the approval of the Director of the General Welfare Assistance Branch of the Department of Public Welfare, a regional welfare administrator may now grant assistance to persons having residence in territory without municipal organization, in amounts in excess of the maximum which the province will share with a municipality (O. Reg. 172/61).

Transportation allowances which the province will share with a municipality were extended under Regulations of November 12, 1960, to those required to enable a person to obtain employment or to enable him to obtain medical, hospital or nursing home care not provided in the municipality in which he is living, but these were revoked by the Regulations gazetted July 3, 1961.

Under the Regulations gazetted December 2, 1961 (O. Reg. 362/61), transportation costs for persons resident in territory without municipal organization may now be paid for purposes other than to and from hospital, provided the purpose is approved by the Director as necessary for the general welfare of the person. The cost of an escort, where necessary, may be included.

The province will also pay the actual cost of the grave for the burial of an indigent person, if this is not provided free of charge under The Cemeteries Act, and the cost of transporting the body of a deceased person to a place to await burial.

Under O. Reg. 293/60, gazetted November 12, 1960, the following changes were also made. The date from which residence in a municipality or territory is calculated has been changed from April 1, 1956 to

April 1, 1957. Periods in which supplementary aid was received may now be included in the calculation of residence.

Rehabilitation services must now be approved by the Director of the General Welfare Assistance Branch rather than, as formerly, by the Minister.

The procedure of payment for emergency dental services (extractions) has been altered. Vouchers are issued by the municipal welfare administrator and accounts paid by the municipality, with 80 per cent reimbursement by the province. Formerly, accounts were forwarded direct to the Deputy Minister of Health and the bill was paid by the province.

Under O. Reg. 31/61, an unemployed but employable person must report to the local office of the National Employment Service every two weeks instead of weekly as formerly.

Manitoba

In Manitoba, Section 9 of the Social Allowances Act was proclaimed effective from October 1, 1961. This Section provides for appeal to the Appeal Board by an applicant or recipient of a provincial social allowance against refusal of an allowance, the amount of the allowance granted, or discontinuance, reduction or increase of the allowance.

Saskatchewan

An amendment to the Social Aid Act, assented to April 8, 1961, authorized two or more municipalities to associate to provide aid to indigent persons within the municipalities. The municipal councils concerned are required to pass complementary by-laws to provide for the establishment of a board to exercise and perform the duties of a municipality under the Act. The by-laws must outline, among other particulars, the number and composition of the board, qualifications of members, and the proportion of the total cost of providing aid that each municipality shall share.

Changes were made in the Regulations governing the social aid and supplemental allowances programs.

Social Aid

Under Regulations O.C. 2086/60, gazetted December 2, 1960, a municipality is permitted to grant a rent allowance on the basis of actual rental. A schedule for natural gas rates is included for cities, towns and villages, for heating and cooking, where gas is used as an alternative to coal, wood, or fuel oil.

In determining financial resources, the exemption permitted for burial expenses for elderly persons, or persons with a short life expectancy, was raised from $250 to $300 for a single person and from $500 to $600 for a married couple.

Under Regulations O.C. 1939/61, gazetted November 17, 1961, Section 9 has been amended to permit a municipality to waive the provision that no aid be given a wage earner in full-time employment if the Director of Public Assistance has given prior approval to the criteria used by the municipality for dealing with such cases. If no prior approval has been given, each case must be referred to the Director for decision.

In the section on shelter allowances, payment on the principal of a mortgage or agreement for sale is allowed if the recipient receives aid for more than six months. Total amounts allowed for shelter, however, may not be in excess of the rental allowance which would otherwise be paid.

Clothing allowances have been raised substantially, and now range from $5 a month for a child up to five years of age, to $10 for an adult 19 to 64 years of age, inclusive.

The schedule of utility rates has been expanded to include village and rural rates as well as city rates. Municipalities, as formerly, may use the schedule or may pay an allowance to cover the actual cost of utilities.

The above Regulations permit the following exemptions in computing the applicant's financial resources: maintenance payments made by the Department of Social Welfare Rehabilitation on behalf of a child in the care of the Minister; the cash surrender value of life insurance up to $600 for recipients having dependent children and who are likely to need assistance for more than six months; and the value of room and board of a child under one year of age, where the child lives with his mother. In calculating income, 95 per cent of the gross income from suites is included.

The Regulations also reaffirmed the policy that social aid is not subject to transfer or to attachment in satisfaction of any claim.

Supplemental Allowances

Changes were made in amounts of allowances and in the method of calculating supplemental allowances for recipients of old age security or blind persons' allowances under Regulations gazetted April 21, 1961 and May 12, 1961 (O.C. 618/61

and O.C. 829/61); further changes were made by Regulations gazetted November 17, 1961 (O.C. 1940/61).

Under O.C. 618/61, the "means test" was replaced by a "needs test" in which need is determined by the budget deficit method, that is, the applicant's available resources are balanced against the estimate of regularly recurring need. A person and his family are considered to be in need when a "budget deficit" exists. Eligibility for supplemental allowances for new applicants has been determined under these Regulations since April 1, 1961. Persons receiving allowances under former Regulations continued under those Regulations until November 1, 1961, when all recipients were required to qualify under the new Regulations.

Allowances for food, shelter, clothing and utilities are at the same rate as those for recipients of social aid, but fuel allowances vary slightly, and under Regulations O.C. 829/61, the allowance for necessities for personal care was raised from $1.60 to $6 monthly, and the amount for laundry, cleaning and household supplies raised from $1.30 for a family of one or two adults to $4 monthly for each adult.

Under Regulations gazetted November 17, 1961, rates for clothing, utility and shelter allowances were set at the same rate as for recipients of social aid.

Under Regulations O.C. 618/61, items to be counted as income are the same as for applicants for social aid, with the addition of certain children's moneys held in trust by certain public bodies. Also, proceeds from the sale of real property, which are to be used for the purchase of other property to serve as a home, may be held in trust for a period of not more than four months pending completion of the purchase. During this period, the proceeds are not treated as cash or liquid assets.

O.C. 1940/61 provides that 95 per cent of gross income from suites be included in the calculation of income. In the determination of financial resources, exemptions correspond to those of social aid, but three additional subsections were added to apply to applicants for supplemental assistance. These permit exemptions to the extent of the value of room or board or both, for a dependent son or daughter who is not a child but who is attending school on a full-time basis; the exemption continues for four months after the son or daughter discontinues school on a full-time basis. Aid granted to such a dependent son or daughter as a part of the family unit by the municipality is also exempt.

Persons receiving supplemental allowances may be absent from the province for a period of up to three months without cancellation of the allowance. Provision is made for a special food allowance and for an allowance for a housekeeper, if this service is required by a recipient in his own home for himself or his family.

Alberta

An Act to amend The Public Welfare Act, assented to April 11, 1960, was proclaimed in force June 1, 1961. (This amendment provided for the addition to the Act of Part III, Social Allowances, to provide for provincial allowances to needy mothers with dependent children and to persons who, because of age, or physical or mental incapacity that is likely to continue for more than 90 days, are unable to earn sufficient income to support themselves and their dependants.)

The Social Allowances Regulations under the Act were gazetted May 15, 1961, and became effective June 1, 1961. These set out the residence requirements, the means test and allowable income, allowances payable for food and clothing, and the conditions of payment to trustees.

An applicant is required to be resident in the province, that is, to be domiciled within the province. He must declare all income, and must disclose all transfers or assignments of real or personal property within the five years preceding application. A single person is permitted liquid assets of $500, and a married person or person with dependants, $1,000, and in addition, a dwelling of reasonable value used by the applicant as a home.

The food schedule gives weekly, semi-monthly and monthly rates for an adult living alone, an adult living with others, a married couple, and nine classes of children according to age and sex. The monthly amounts range from $9.70 for an infant under one year of age to $27.50 for an adult living alone.

The clothing schedule sets out monthly amounts which vary according to age and sex, from $3.70 for an infant under year of age to $9.60 for a girl 12 to 16 years of age.

Other basic needs, such as shelter, fuel and drugs, necessary for the health and well-being of the recipient, may be paid in amounts accepted as a minimum standard of health and decency in the community.

Payments may be made to a trustee on behalf of a recipient who is incapacitated through infirmity, illness or other cause, or who is using or is likely to use his allowance for other than his own benefit.

MOTHERS' ALLOWANCES

Under amendments to legislation affecting mothers with dependent children, rates were changed in three provinces: Prince Edward Island, Saskatchewan and Quebec. Coverage was also extended in three provinces: Prince Edward Island, Nova Scotia and Quebec. Other major changes were made in Saskatchewan, an administrative change was made in New Brunswick, and amendments were made to the Regulations in Ontario.

Prince Edward Island

In Prince Edward Island, the maximum allowance per family was raised to $125 from $75 a month under an amendment to the Mothers' Allowances Act in March, 1961. The age of children attending school who may benefit by an allowance was extended from the end of the school year in which the 16th birthday falls to the end of the school year in which the 18th birthday falls.

Nova Scotia

Under an amendment to Part I of the Social Assistance Act assented to March 13, 1961, a needy mother may qualify for an allowance if her husband is serving a term of imprisonment of two years less one day or a longer term; formerly a term of two years or longer was specified.

New Brunswick

An amendment to The Social Assistance Act, Part I (Provincial Assistance), governing allowances for needy mothers with dependent children, changed the title of the "Advisory Commission" to the "Welfare Advisory Board" and gave it advisory functions respecting Part I and Part II (Municipal Assistance).

The function of the Board under Part I has been restricted and it is no longer to consider all applications from needy mothers with dependent children, but only to inquire into the merits of those referred to it by the Director of the program. The appointment and composition of the Board remains as previously set out in the Act.

Quebec

The amendment to the Needy Mothers' Assistance Act, effective September 1, 1961, extended coverage of the Act and raised the basic rate for a mother and one child from $60 to $75 a month. It abolished the requirement of Canadian citizenship, reduced the residence requirement from three years to one year, and removed the requirement that if a deserted mother is to be eligible for an allowance her husband have previous domicile in Quebec.

The amendment also reduced from six to three months the period of absence or imprisonment of a husband before the mother may qualify for an allowance. It permits the grandmother to qualify for an allowance in cases where the mother has abandoned the children; formerly, the grandmother could receive an allowance only if the mother were dead or hospitalized. This provision, which formerly applied also to the sister or aunt, if of age, now extends also to the stepmother, sister or stepsister of 18 or more years of age.

Ontario

Regulations under The Mothers' and Dependent Children's Allowances Act, amending previous Regulations, were gazetted February 25, 1961 and, with the addition of revised forms, on July 3, 1961 (O. Reg. 25/61 and 210/61).

Fuel allowances for recipients living in a territorial district now extend from September to April inclusive instead of to March.

In determining the amount of an allowance, the qualification that the difference between the expenses and income be $5 monthly or more has been removed; the amount of the allowance is now the difference between these two items.

The definition of "liquid assets" was revised to exempt, in calculating income, the amount remaining to be paid, under a mortgage or agreement for sale, to an applicant or recipient or to his spouse. The revised section specifies that damages in favour of a child for whom an allowance is applied for or allowed are "damages for physical injury and nervous shock suffered by a child or children..."

The regional welfare administrator may now accept as evidence of the divorce of an applicant any evidence satisfactory to him, of the dissolution of the marriage. Such evidence was formerly restricted to the original or a certified copy of the final decree or judgment.

The new Regulations require a field worker to submit every six months a report on the circumstances of each recipient that might affect payment of the allowance. A report need now be submitted every four months or more frequently only when the Director or the regional administrator so directs.

Saskatchewan

The Mothers' Allowances Regulations under the Social Aid Act were rescinded, effective July 1, 1961, when a new set of

Regulations came into effect. The Regulations for Aid to Dependent Families, as the program is now called (O.C. 673/61), were gazetted April 21, 1961, and were amended by Regulations O.C. 1941/61, gazetted November 17, 1961.

These Regulations retain the same categories of eligible mothers with dependent children as did the former Regulations governing mothers' allowances. Significant changes, however, have been made in rates and in allowable income. Aid under the new Regulations may not be received concurrently with social aid or with a supplemental allowance for basic maintenance.

Formerly, mothers' allowances recipients could receive assistance also from the municipality of residence if need existed. The rates for items of basic maintenance under the new Regulations are the same as for recipients of social aid, and are higher than those formerly paid under mothers' allowances. For example, a mother and one child who receive a mother's allowance of $60 a month, may now receive, depending on the age of the child, $32.50 to $46.50 for food, and, as amended by Regulations of November 17, 1961, $15 to $20 for clothing, $40 for rent, and, in addition, other allowances for fuel, utilities and items of personal and household care.

No specific maximum allowable amounts for liquid assets and other assets are set out under the new Regulations. Need is to be determined according to the budget deficit method, that is, the balancing of available resources against the estimate of regularly recurring need. The resources to be considered are the same as those for recipients of social aid. Recipients of mothers' allowances under former Regulations whose assets exceeded those allowed by the new Regulations were permitted six months in which to reduce their assets through reasonable expenditure, and at the end of this period eligibility was to be established in accordance with the new Regulations.

The Regulations of November 17, 1961, made several amendments. Clothing and utility allowances were increased and an allowance authorized to cover taxes, interest and principal on a mortgage at the same rates as those set out in the revised Social Aid Regulations. Clothing rates were raised from $2.60 to $5 a month for a child under 5 years of age, and range up to $10 a month for a person 19 to 64 years of age, an increase from $5.50. A special food allowance on medical recommendation, and an allowance for a housekeeper, if required, are authorized. Aid may be given up to $60 a month per person for board and room, with an additional allowance up to $10 a month for comforts.

The exemptions allowed in calculating income under the above Regulations were broadened to include the following: maintenance payments made by the Department of Social Welfare and Rehabilitation on behalf of a child in the care of the Minister; the value of room or board of a dependent son or daughter who is not a child, but who is attending school on a full-time basis; the value of such room or board for a period of four months after the son or daughter has ceased attending school on a full-time basis; aid granted by a municipality to such a dependent son or daughter as part of the family unit; the value of room and board of a child under one year of age where the child is living with the mother; and the cash surrender value of life insurance up to $600.

LIVING ACCOMMODATION FOR THE AGED

The interest rate on loans made under Section 16 of the National Housing Act was increased from 5¼ per cent to 5¾ per cent per annum by Order in Council P.C. 1961-551, gazetted April 26, 1961, and was subsequently reduced to 5½ per cent by Order in Council P.C. 1961-1493, gazetted November 8, 1961.

During their 1961 sessions, the Legislatures of Nova Scotia, New Brunswick, Quebec, and Ontario passed legislation affecting living accommodation for the aged. New or amended Regulations came into effect in Ontario and Alberta.

Nova Scotia

Under a new Section of the Social Assistance Act, the Minister of Public Welfare may pay an honorarium and travelling allowance to the members of a Board of Visitors who have inspected a municipal home and filed their report.

New Brunswick

The Auxiliary Homes Act was assented to April 8, 1961, and is to take effect when proclaimed. This Act provides for provincial aid for the construction of accommodation for persons who, because of disease or age, require custodial care but do not qualify for services under the Hospital Services Act. A municipality, municipalities, or charitable organization constructing such a home may receive a provincial grant of $2,000 per bed or 50 per cent of capital costs, including equipment, whichever is the lesser.

The Lieutenant-Governor in Council may make regulations respecting the construction, equipping, furnishing, maintenance,

inspection, supervision, control and management of an auxiliary home, the number of patients to be accommodated, the standard of nursing care, the conditions for the admittance of patients, payment of the subsidy for construction, and any other necessary matters.

The Act is to be administered by the Minister of Youth and Welfare, or other member of the Executive Council designated by the Lieutenant-Governor in Council.

Quebec

Through Order in Council 1210, gazetted July 29, 1961, limited-dividend housing companies, as defined in the National Housing Act, are exempted from corporation taxes under the Corporation Tax Act of the province.

Ontario

By an amendment, The Homes for the Aged Act requires that a person appointed as superintendent of a home must have served satisfactorily in such a capacity for at least six months, and must have completed a course of instruction approved by the Minister. Temporary appointments may be made for a period of up to one year. A new subsection in the Act requires the appointment of a physician to be responsible for the medical care of residents in a home.

Through a change in admittance requirements, mentally incompetent persons who are not eligible for admission to an institution under The Mental Hospitals Act must now be over 60 years of age before being admitted to a home for the aged.

Regional welfare administrators are now included among persons having authority to take affidavits and statutory declarations under the Act, replacing district welfare administrators and supervisors.

The cost of maintaining homes in territorial districts is to be defrayed in proportion to municipal assessments according to the assessment rolls as revised and equalized in the immediately preceding year. Where assessment rolls are not equalized by February 10, a Board may apportion the amount it requires in proportion to the assessments most recently equalized, rather than on assessment rolls returned but not yet equalized.

Boards of homes are now permitted to include in their estimates a reserve for working funds which is not to exceed 15 per cent of the total estimates for the year. In estimating the cost of a new building, or the alteration of an existing one, the amount of land for which costs may be included has been reduced from fifteen to eight acres.

Regulations under The Ontario Homes for the Aged Act, gazetted October 21, 1961, amended the definition of "provincial authority" to include regional welfare administrators or welfare institutions supervisors in place of district welfare supervisors and district welfare administrators.

All medical services provided or used in a home for the aged are subject to the approval of the physician appointed for the home. At least once a year the physician must report to the Board or Committee of Management on the general health of the residents and on the medical and nursing services provided, and make any recommendations he considers essential for their health and well-being.

The Regulations now require that an applicant for admission to a home must have a chest x-ray and be declared free of tuberculosis. Also, the residents of a home must be given an annual chest x-ray as well as an annual medical examination. The physician for the home is to attend and prescribe for any resident who does not have his own attending physician, or who requests the services of the home's physician.

A new subsection requires that notice of the death of a resident must be given to a coroner other than a coroner who is the physician for the home in which the deceased was a resident. The date that the notice of death was given to the coroner must be included in the written record of the deceased.

When the cost of maintaining a person in special home care is $90 a month or less (formerly $75), the amount payable by the province remains at 70 per cent of the cost less 70 per cent of any maintenance payments made by the person or on his behalf, other than by a municipality. When the cost is more than $90 (formerly $75), the province will pay an amount equal to $63 (formerly $52.50), less 70 per cent of maintenance payments as described above.

Where an application for the provincial share of maintenance costs is not made within three months following the first day of the month to which it relates, the amount payable when the cost is $90 or less (formerly $75) is 25 per cent of the cost less 25 per cent of maintenance payments made. Where the cost is more than $90, the payment would be equal to $22.50 a month (formerly $18.75), less 25 per cent of maintenance payments made.

The Board or Committee of Management of a home must ensure that up-to-date inventory records are maintained on a continuing basis and are available for inspection at any time. The records must

show additions and deductions, together with the reasons for them, and the disposition of any item deducted. Serial numbers must be assigned to each item of furnishings and equipment. The Board or Committee must designate a person to make an annual inspection of the records and items, and to submit a written report.

Alberta

Detailed Regulations governing fire prevention in municipally licensed homes for the aged have been issued under the Fire Prevention Act. These Regulations, Order in Council 177/61, gazetted February 15, 1961, are concerned mainly with structural aspects of homes, heating units, and equipment provided for the prevention and extinguishing of fires. While certain of the provisions apply to all licensed homes, others do not apply to existing homes except on the written order of the Provincial Fire Commissioner or his inspectors.

Plans and specifications for new homes or for additions and alterations to existing homes must be submitted to the Provincial Fire Commissioner before construction begins. Plans must be complete enough to show compliance with the Regulations. Height and area limitations, and heating and cooking installations, must conform to the provisions of the National Building Code. In addition, special construction features apply for the use of fire walls and smoke barriers, the enclosing of stairwells and chutes, and the materials to be used for interior surfaces.

In all homes, safety rules and a plan for the protection and evacuation of residents must be posted. Employees are to be instructed in fire safety and trained in the proper use of fire-fighting equipment. The superintendent of a home is required to test the fire alarm system each week, inspect fire extinguishing units once a month, and have heating equipment and chimneys inspected every six months. A fire drill must be held each month.

—Research and Statistics Division, Department of National Health and Welfare.

Manufacturers' Profits in 1961 Average 4.9 Cents of Sales Dollar

Corporate earnings in Canada in 1961 averaged 4.9 cents on each dollar of sales, it was found in the 14th annual survey of the manufacturing industry by the Canadian Manufacturers' Association. More than 1,000 companies of all sizes were included in the survey.

The firms covered employ almost half a million Canadians and their aggregate sales last year exceeded $10.3 billion, a record. At 4.9 cents, the 1961 average profit on the sales dollar was up one-half cent from the 1960 figure of 4.4 cents, which was a 13-year low. But it still left the profit one-half cent below the 5.4-cent average for the whole 1948-61 period. It was also a full cent short of the 5.9 cents reached in 1955, the record for the past 10 years.

The survey also showed that in 1961, for the third consecutive year, there was an increase in the number of firms that made no profit at all—a total of 212 out of the 1,011 companies surveyed.

Canadian Education Conference Voted Out of Existence

The Canadian Conference on Education was voted out of existence by its executive on May 31. The executive decided that the Canadian Education Week Committee, which has been a part of the CCE for the past six years, should take over the promotion of education on a national basis.

The CCE was founded by various organizations interested in analysing and advancing education; its orignal sponsor was the Canadan Teachers' Federation. The central body held a conference at Ottawa in 1958 and at Montreal last March (L.G., April, p. 399). The object of the conferences was to study the problems and determine the needs of education in Canada.

Anticipated financial difficulties, the belief of some sponsoring organizations that there was no immediate need for another national conference, and withdrawal of the Canadian Teachers' Federation as a sponsor forced the dissolution of the CCE.

Latest Labour Statistics

(Latest available statistics as of July 15, 1962)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force(a) (000)	June	6,752	+ 2.5	+ 2.4
Employed (000)	June	6,451	+ 3.1	+ 3.7
Agriculture (000)	June	687	+ 0.9	− 2.6
Non-agriculture (000)	June	5,764	+ 3.4	+ 4.5
Paid workers (000)	June	5,302	+ 4.2	+ 5.3
At work 35 hours or more (000)	June	5,587	+ 2.5	+ 2.6
At work less than 35 hours (000)	June	672	+ 0.3	+ 8.7
Employed but not at work (000)	June	192	+ 43.3	+ 23.1
Unemployed (000)	June	301	− 10.4	− 18.7
Atlantic (000)	June	45	− 32.8	− 8.2
Quebec (000)	June	105	− 7.9	− 24.5
Ontario (000)	June	92	+ 13.6	− 14.8
Prairie (000)	June	26	− 27.8	− 13.3
Pacific (000)	June	33	− 13.2	− 25.0
Without work and seeking work (000)	June	290	− 10.5	− 18.1
On temporary layoff up to 30 days (000)	June	11	− 8.3	− 31.3
Industrial employment (1949=100)	April	116.7	+ 1.3	+ 3.6
Manufacturing employment (1949=100)	April	110.3	+ 0.6	+ 4.6
Immigration	1st Qtr. 1962	11,762	—	− 0.7
Destined to the labour force	1st Qtr. 1962	5,710	—	+ 6.3
Strikes and Lockouts				
Strikes and lockouts	June	53	+ 17.8	+ 39.5
No. of workers involved	June	14,545	− 16.1	+ 5.2
Duration in man-days	June	260,650	+ 86.6	+ 43.0
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	April	$80.21	− 0.3	+ 2.7
Average hourly earnings (mfg.)	April	$ 1.88	+ 0.5	+ 2.2
Average hours worked per week (mfg.)	April	40.6	− 1.0	0.0
Average weekly wages (mfg.)	April	$76.51	− 0.2	+ 2.6
Consumer price index (1949=100)	June	130.5	+ 0.3	+ 1.2
Index numbers of weekly wages in 1949 dollars (1949=100)	April	140.9	− 0.1	+ 1.7
Total labour income $000,000	April	1,613	+ 1.4	+ 6.9
Industrial Production				
Total (average 1949=100)	May	188.1	+ 4.4	+ 10.1
Manufacturing	May	167.3	+ 4.3	+ 10.1
Durables	May	170.1	+ 5.9	+ 14.9
Non-durables	May	164.9	+ 2.9	+ 6.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Manpower Situation, Second Quarter, 1962

The first half of 1962 was a period of continued advance in output and employment. Output in real terms increased in the first quarter by 1½ per cent over that in the fourth quarter of 1961.

Economic indicators available for the second quarter indicate a continuation of the upward trend. Data on construction contract awards, housing starts, retail sales—particularly sales of motor vehicles—and exports show continued strength.

Employment rose even more sharply in the second quarter than in the first three months of the year. The largest gains were in manufacturing, construction and the service industries. Since the first quarter of last year, when the present recovery got underway, employment has increased by 4.5 per cent, a more rapid rise than the comparable period in the 1958 and 1959 recovery.

Unemployment fell this year from a postwar peak in early 1961 to its lowest level in the past four years. This relatively sharp drop in unemployment is the combined result of rising employment and a noticeably slower growth of the labour force.

An important factor contributing to this slowdown was reduced participation in the labour market by the young and the old. Over the year, the increase in the number of those under 20 years of age who were attending school exceeded the increase in their number in the population; a small decrease in their number in the labour force was a result. Among those over 65, and particularly among men, participation in the labour market has been dropping steadily since 1957. Over the year, withdrawals from the labour force in this age group have exceeded their increase in the population.

These developments have sharply reduced the rate of labour force growth. In the past 12 months, on average, the labour force has shown a year-to-year gain of 1.1 per cent, only about one-half the average rate of the decade 1950-1960.

Employment

Non-farm employment (seasonally adjusted) rose by a little more than 1 per cent between the first and second quarter of 1962. This was a somewhat slower rate of advance than in the opening quarter this year, although it equalled the rise that took place during the same stage of the previous business upswing.

With increases in every quarter of the past year, non-farm employment in April-June 1962 averaged 225,000 higher than in the corresponding period a year earlier.

Paced by a strong advance in manufacturing and smaller gains in construction and the service-oriented industries, the pick-up in employment during the second quarter was about 60,000 greater than the customary spring rise. Manufacturing employment, averaged for the quarter, rose by an estimated 81,000, which was double the average rise for this period during the past decade. The 111,000 increase in construction employment was unusually large for this period, being equalled only once during the past ten years.

The service industry, which expanded sharply during the first quarter of 1962 and accounted for virtually all of the quarter's 2-per-cent increase in seasonally-adjusted non-farm employment, increased at a more moderate pace in the second quarter. Averaging 28,000 higher than in the first quarter, the second-quarter increase in employment in the service industry was only slightly more than seasonal.

The firmer trend in manufacturing was particularly encouraging. After showing signs of hesitancy during the first quarter, employment in manufacturing rose more than seasonally during the second quarter. The quarter-to-quarter gain (allowing for seasonal factors) was the largest since the recovery began a little more than a year ago.

With this improvement, the number employed in manufacturing industries in the second quarter averaged 5 per cent above the recessionary low point and 2.9 per cent above the previous cyclical peak, reached in the third quarter of 1959.

The advance in manufacturing employment extended to both durable and non-durable goods industries; the former group showed the most impressive increases.

Noteworthy was the rise in the motor vehicle industry. Influenced by an increasingly strong consumer demand this spring, output of passenger cars increased more than seasonally during April and May. Although employment did not increase proportionally, a substantial number of additional workers were hired, nevertheless. Sizeable advances in output and employment were reported in parts and accessories.

In other parts of the transportation equipment industry employment changes were marginal. Shipbuilding employment, which experienced a strong upward trend throughout 1961, increased slightly in the second quarter, making up for the small decline in the opening quarter of this year. Activity in the aircraft and parts industry continued at the high level of the previous quarter. On the other hand, the railroad and rolling stock industry, a persistent source of weakness last year, experienced a further small decline during recent months.

Activity in industries producing machinery and heavy electrical equipment increased during the second quarter in response to a pick-up in business investment. Expenditures for the acquisition of machinery and equipment are expected to run about 8 per cent higher this year than in 1961. This factor, together with the effects of devaluation and the recent imposition of surcharges on a wide range of imported commodities, should bolster activity in the domestic industries in the months ahead.

Most major steel consuming industries were reported to have stepped up their purchases of steel in the second quarter of this year. Shipments of steel for building construction and the automotive industry were particularly large; in the first four months tonnages shipped to each of these industries were about 27 per cent higher than in the corresponding period last year.

Reflecting this strengthening demand, employment (seasonally adjusted) in primary steel manufacturing increased by 4 per cent during the period January to April. In addition, employment rose fairly generally in all iron and steel industries.

Employment in nondurable goods industries has been characterized by relatively small quarter-to-quarter changes during the current business upswing, and developments in the second quarter of this year do not appear to have altered its trend. The improvement in this sector of manufacturing seemed to be fairly widespread in the second quarter but the advances were generally small.

Larger-than-seasonal increases took place in the construction industry during the second quarter. Housing starts (seasonally adjusted) were maintained at the relatively high level of earlier months. In the first half of the year, starts in urban centres of 5,000 and over were up over those in the corresponding period in 1961 by about 3 per cent.

An improvement has also been evident during recent months in non-residential construction, largely from increased outlays for institutional structures. Industrial construction also increased, and this marks a resumption of the upward trend that began last summer but was broken in the opening quarter of this year.

The most recent data on non-residential contract awards suggest a rising trend in this type of construction in the near term. In the first five months of 1962, contract awards for non-residential construction were 10 per cent higher in value than those in the corresponding period last year.

Employment in the primary industries increased somewhat more than usually between the first and second quarter, mainly reflecting renewed activity in certain parts of mining. Increases in metal mining, notably iron ore, and non-metal mining more than offset declines in fuels. Total employment in mining rose to a significantly higher level than last year.

Forestry employment increased seasonally during the second quarter but somewhat lower than a year ago.

As indicated earlier, the employment gains in the service-oriented industries were of relatively modest proportions in the second quarter. In the service industry proper, seasonally adjusted employment rose by about one-half of 1 per cent, compared with a rise of 2.7 per cent in the previous quarter.

Gains were similarly small in the second quarter in trade, finance and insurance. These industries expanded rapidly during the last business recession but have grown relatively slowly during the current upswing.

Reflecting the strong growth of employment in particular industries and occupations, labour shortages were reported in various areas across the country. Shortages of skilled tradesmen were fairly prevalent, particularly in Ontario and Quebec. In the professional category, electronic engineers, chemists, chemical engineers and engineers specializing in time and motion studies were reported to be in short supply.

Employment in Perspective

In June 1962, total employment was 230,000 higher than a year earlier, a rise of 3.4 per cent. Men accounted for almost three quarters of this increase, with males in all age groups sharing in the rise.

Although the greatest increase in magnitude was among men, the largest relative gain was among women, though the disparity was less marked than in the early part of the year. The June-to-June increase in the number of employed women was just under 5 per cent whereas the increase in the number of employed men was a little more than 3 per cent.

The difference in rates between sexes has narrowed noticeably during the past year, mainly reflecting the improvement in job opportunities in manufacturing and construction industry.

Manufacturing employment increased some 95,000 over the year, more than recouping the earlier losses. The June estimate (seasonally adjusted) was 6 per cent above the pre-recession peak.

The employment recovery in construction played an important part in the year-to-year rise in job opportunities for men. In June of this year, construction employment was about 37,000 higher than a year earlier.

The service-producing industry continued to be an expansionary force in the nation's economy although the rate of growth has shown signs of slowing down during the past year. Employment in service-producing industries as a whole showed a year-to-year increase of 107,000. The largest gains were in trade, community and government service and finance.

Employment in agriculture continued its long decline, falling by 18,000 over the year.

Changes in Manufacturing

Employment expansion in manufacturing has been widespread: all major industry groups have shared in the year-to-year improvement. The largest gains took place in durable goods industries, which showed the greatest weakness during the recession.

The automotive and automotive parts industries showed substantial advances, about 10 per cent in each case. Another part of the transportation equipment industry that increased sharply over the year was shipbuilding. Allowing for strike activity last year, the advance over the year in this industry amounted to 15 per cent.

Other durable goods industries that showed large gains were electrical apparatus and supplies, which increased by 13 per cent, and non-metallic mineral products, which rose by 10 per cent. The upsurge in activity in the former group stems mainly from increased output of telecommunications equipment, although heavy electrical machinery also advanced strongly. The improvement in non-metallic mineral products reflects the rising demand for building materials following the upturn in construction activity.

All parts of the iron and steel industry, except agricultural implements, operated at higher levels than a year ago. The largest gains were in heating and cooking appliances, industrial machinery, hardware and tools and primary iron and steel. With smaller increases in all but one of the remaining industries in this group, total employment rose by a little more than 4 per cent over the year and reached a level only slightly below the peak of the last business upturn, in the fourth quarter of 1959.

The durable goods industry as a whole made a strong comeback during the past year. At the end of April, the employment index (seasonally adjusted) stood at 115.6, which was only slightly below the previous high.

Employment increases in nondurable goods industries were fairly general, though of relatively modest proportions, during the past year. Industries in this sector which showed the most marked improvement were rubber, leather and foods.

Unemployment

A strengthening in the demand for labour, combined with a slower growth of the labour force, has resulted in a fairly steady decline in unemployment for more than a year. Because of a sharp rise in the seasonally adjusted unemployment rate in June (in part owing to a very large influx of young people into the labour market), there was little change in the average level between the first and second quarter of 1962. The month before the influx, however, the unemployment rate had fallen to 5.6 per cent, well below the lowest point reached in the 1958-59 business upturn.

The June labour force survey showed a very large entry of 14- to 19-year-olds into the labour force, large enough to affect the trend of total employment and unemployment. As a result, unemployment declined less than seasonally during the month.

A part of the large increase in young people resulted from the fact that the survey was conducted relatively late in the month. Each year between mid-May and mid-July, more than 200,000 students flock into the labour market for summer employment, so that a change of a week in the timing of the survey makes a substantial difference in the result.

This year some 95,000 teenagers were added to the labour force between May and June. In the same period during 1961 and 1960, when the June survey was a week earlier, the labour force in this age group increased by fewer than 30,000.

The recruitment or recall of male workers accounted for a maior part of the decline in unemployment over the year. In the second quarter the number of unemployed men was 100,000 (24 per cent) lower than in the same period in 1961, against a reduction of 9,000 (14 per cent) unemployed women.

The stronger demand for labour benefited workers of all ages, but particularly the 25-44 age groups. As usual, however, the incidence of unemployment was greater among young people than it was among the more experienced members of the labour force. In June the number of unemployed in each age group, as a percentage of the labour force, varied from just over 12 per cent in the 14-19 age group to less than 5 per cent for those over 25 years old.

Duration of unemployment fell quite sharply between the first and second quarters of 1962. In June, 40 per cent of the unemployed had been without work for less than a month; this relatively high proportion was the result of the large influx of students. The number unemployed for more than a month but less than a year continued to decrease, and in June was 35 per cent lower than last year (compared with a 19-per-cent year-to-year difference in total unemployment.)

It should be noted that in June there was an estimated 26,000 persons unemployed for more than a year. This was down from a high of 35,000 in January, but virtually unchanged from a year earlier. It was apparent that the strengthening in labour demand during the past year had so far barely touched this group of long-term unemployed.

Family Data

During the quarter, additional data were released on the characteristics of family units in which someone was unemployed. Quarterly surveys of this type have been conducted during the past two years to throw more light on the characteristics of the unemployed. The surveys show how many unemployed were heads of families, the number of dependants in family units that had someone unemployed, and the number of families that had someone unemployed and someone employed at the same time. The proportions of unemployed in these various categories have varied with the seasons, but have been fairly consistent from year to year.

In April 1962, there were 485,000 unemployed persons. Of these, 244,000, or about half, were heads of family units. An estimated 148,000 unemployed were single sons or daughters and 55,000 were other relatives of the head of the family. About 38,000 unemployed were not related to anyone in the place they lived.

There were, at this date, 393,000 *family units* experiencing unemployment, as opposed to 485,000 *unemployed persons*. This means that, apart from the 38,000 nonmembers of family units, some family units had more than one person unemployed. In fact, an estimated 43,000 of the 393,000 families had two or more persons unemployed.

In some family units with someone unemployed, there were at the same time other members working. In 125,000 such families, one person was employed and 72,000 families had two or more persons employed. On the other hand, in 196,000 families (exactly half the total number of units), no person was employed.

There were, on average, 1.9 dependent children (i.e., under 25 years of age and not in the labour force) per family unit. Just over one-third (34 per cent) of the families had no dependent children; 45 per cent had from one to three children; and 20 per cent had four children or more. Generally speaking, families in which no one was employed had the largest numbers of dependent children.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	June 1962	June 1961	June 1962	June 1961	June 1962	June 1961
Metropolitan	.....	.....	7	10	5	2
Major Industrial	1	2	21	19	4	5
Major Agricultural	.....	.....	5	4	9	10
Minor	1	2	25	31	32	25
Total	2	4	58	64	50	42

Regional Manpower Situation

ATLANTIC

The underlying employment trend continued upward in the Atlantic region during the second quarter, although the pace of advance was somewhat slower than in the earlier stages of the recovery. Compared with the second quarter of 1961, total employment was higher, on average, by 48,000, or 2.8 per cent. Unemployment averaged 24,000 lower than a year earlier.

The largest employment gains in the second quarter were in manufacturing, construction and fishing. Within manufacturing, the advances were widely distributed. Food processing, sawmilling and pulp and paper industries experienced greater-than-seasonal increases in employment. Moderate strengthening occurred also in the iron and steel industry, especially in structural steel, which was in greater demand as a result of an upturn in construction activity.

The spring pick-up in construction activity was greater than is usual for this period of the year. The improvement appears to have been mainly in residential construction.

The transportation equipment industry improved slightly, although activity was still at a relatively low level. Employment in shipbuilding was maintained at the high level of the previous quarter.

Employment developments in the primary industries were mainly seasonal.

Employment in non-farm industries averaged 24,000 higher in the second quarter of this year than in the corresponding period in 1961; farm employment was 9,000 lower.

Much of the improvement was in manufacturing industries. Noteworthy was the upturn in shipbuilding employment. Canneries operated at a substantially higher level this spring than a year ago; activities in canning plants were sharply curtailed last year due to poor fishing conditions. Employment was moderately higher than a year ago in railroad and rolling stock and paper products, the rise in the former being from a very low level.

Weakness persisted in the iron and steel industry. At the end of April the employment index for this industry stood at 76.0, down 4 per cent from a year earlier and well below the index of 90.4 in April 1960.

Aside from manufacturing, employment changes over the year were relatively small and largely offsetting. Small gains took place in the service-producing industries and in construction; mining employment was somewhat lower than a year ago. There was little change in the level of activity in forestry.

Unemployment in the second quarter of 1962 was 8 per cent lower than the year before. As a proportion of the labour force, unemployment averaged 11.4 per cent in the second quarter of 1962, compared with 12.6 per cent a year earlier.

In June, the classification of the 21 areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 0 (2); in moderate surplus, 13 (14); in balance, 8 (5).

QUEBEC

Employment in Quebec has shown a substantial rise since the low point in the third quarter of 1961. The increase from the trough (seasonally adjusted) was just over 5 per cent. Much of the advance took place in the first quarter of this year. In the second quarter of this year total employment averaged 1,707,000, which was 74,000 higher than in the corresponding quarter of 1961.

Unemployment, seasonally adjusted, dropped by 10 per cent during the first quarter but has remained relatively stable during recent months. A year-to-year comparison (second quarter averages) shows a 27-per-cent drop in unemployment.

A smaller than usual increase in farm employment slowed down the over-all employment advance during the second quarter. Farm employment, allowing for seasonal influences, dropped by 8 per cent between the first and second quarter of this year and was 6.4 per cent lower than a year earlier.

Non-agricultural employment, on the other hand, showed a somewhat larger than seasonal increase during the second quarter, mainly as a result of further strengthening in manufacturing. With increases in both consumer and producer goods industries, total manufacturing employment rose to a level about 8 per cent higher than a year earlier.

In the consumer goods industries, developments in primary textiles were particularly noteworthy. The importance of the industry lies not only in its being a substantial employer of labour, providing employment to some 42,000 persons in 1961, but also in the fact that the majority of the 370 establishments in some 110 communities in the

region are located in small towns and rural areas, many of which depend largely on this industry for employment.

In the 12 years preceding 1961, the textile industry experienced a steady decline, resulting in a 20-per-cent drop in employment. Since the end of 1960, however, the declining trend has been reversed and by the end of 1961 employment had recovered almost one third of the ground lost in the previous decade. A continuation of this upward trend in employment was still apparent during the first half of 1962. Among the factors that helped to bolster activity in the textile industry were the lower exchange rate on the Canadian dollar and adjustments to import quotas.

Most durable goods industries showed continuing strength during the second quarter. The employment revival in electrical apparatus and supplies was particularly noteworthy. After experiencing a steady decline throughout most of 1961, this industry has been very active during the past few months. The most recent data indicate that employment in this industry was about 11 per cent higher than last year.

Iron and steel products, which experienced a noticeable decline in the first quarter of the year, showed a substantial improvement in the second quarter, mainly as a result of increasing demands for heavy machinery. In the transportation equipment industry, prospects improved somewhat as a result of new orders for railway rolling stock from domestic railways and from abroad. Activity in Quebec shipyards continued strong. Employment in the aircraft industry generally remained at a high level, although there were a number of layoffs at one plant. A recent government order for aircraft should have a stabilizing influence on employment in this industry in the coming months.

The construction industry showed considerable improvement in the second quarter after being at a relatively low level earlier in the year. Employment in the second quarter was well above that in the previous year; residential and non-residential construction shared in the improvement. Industrial projects were reported also to have figured prominently in the increase.

Employment in forestry increased during May and June as summer cutting operations got underway. The employment level in this industry was somewhat lower than a year ago, however, mainly because of increased mechanization.

Reflecting the improvement in the employment situation, registrations on file at National Employment Service offices dropped sharply over the year. The largest decreases occurred in metropolitan areas, which showed a 20 per cent drop.

In June, the 24 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 18 (21); in balance, 4 (2).

ONTARIO

Employment in Ontario showed an impressive advance during the second quarter of 1962. The increase over the previous quarter amounted to nearly 2 per cent, after allowing for seasonal factors. This was the first sizeable advance since last summer.

The rate of growth during the quarter was stronger than at any time since the upswing began some sixteen months ago. The main sources of strength were construction and manufacturing, although the increase in agricultural employment was unusually large this spring. Farm employment increased by 32,000 between the first and second quarter, which compares with an average advance of 22,000 during the past decade.

Total employment in the second quarter was 2.7 per cent higher than a year earlier, and 3.8 per cent above the trough in the first quarter of 1961.

The construction industry showed remarkable strength in the second quarter. Employment in this industry fell slightly throughout 1961 but rose a little in the first quarter of 1962 and picked up sharply in the second quarter.

Non-residential construction accounted for most of the improvement, institutional building showing particular strength. Industrial, commercial and engineering construction showed a somewhat greater than usual revival this spring.

Residential construction showed renewed strength after declining for two consecutive quarters.

Manufacturing, which accounts for some 30 per cent of total employment in Ontario, held fairly stable in the opening quarter of 1962 but rose again in the second quarter. The gains were mostly in durable goods industries. The year-to-year increase in manufacturing employment amounted to about 6 per cent.

Iron and steel products strengthened in the first half of 1962 as employment rose moderately in the first quarter and held firm in the second quarter. Blast and steel furnaces along with rolling mills showed further strengthening as a result of increased domestic shipments. Foundries and sheet-metal shops continued busy, and employment in machinery was maintained at the high level

attained in the first quarter. Activity in agricultural implements showed a further moderate decline.

Increased production of domestic cars and trucks during the second quarter led to a further rise in the number of workers employed in the automobile industry. The motor vehicle and parts industries together showed a 10-per-cent rise in employment over a year ago. Activity increased somewhat in aircraft and in railway rolling stock, mainly during the first quarter.

A weakening world demand for non-ferrous metal products, along with technological changes, led to a small employment decline in smelting and refining.

Non-metallic mineral products, which showed substantial strengthening in the first quarter, continued to improve during the second. In April, employment in this industry was 13 per cent higher than a year earlier. The rise in employment stems mainly from heavy demands for building materials, following an upturn in construction activity.

The electrical apparatus and supplies industries showed further expansion in the second quarter, though the gains were not as large as in the previous quarter. Heavy electrical machinery and telecommunications equipment showed continued buoyancy. Activity in household appliances was reported to have levelled off owing to high inventories of finished goods.

Operations in sawmills and wood products factories continued to expand.

Activity in most of the nondurable goods industries remained fairly stable during the second quarter. Compared with a year ago, there were gains in the order of 4 per cent in rubber, leather, textiles, clothing, chemicals and foods.

Logging operations were maintained at the high level that prevailed in the first quarter, spurred by continuing strong demands for pulpwood and sawlogs.

Mining employment declined appreciably in the first quarter and eased again slightly in the second. Over the year, the drop amounted to about 5 per cent as a result of production cutbacks in gold, silver, copper and uranium.

Trade, finance and services, which together account for more than 45 per cent of the total employed, have shown little employment change so far this year. In the second quarter, a small employment rise took place in wholesale and retail trade but slight declines occurred in finance and services. In 1961, employment had risen substantially in both service and finance. The year-to-year advance in the service-producing industries stood at 4 per cent in the second quarter of 1962.

Unemployment declined more than seasonally between the first and second quarter of 1962. Averaging 95,000, or 3.9 per cent of the labour force, it was substantially lower than the 131,000, or 5.5 per cent of the labour force, in the second quarter of 1961.

In June, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 15 (16); in balance, 19 (18).

PRAIRIE

Employment in the Prairie region in the second quarter of 1962, apart from seasonal variations, showed little change from the previous quarter but was higher than the year before.

The number employed increased between the first and second quarter by 77,000, which was close to the average rise for this period during the past several years. Total employment averaged about 2 per cent higher than a year earlier, and the gain from the trough in the first quarter of 1961 was 3.4 per cent.

Non-agricultural employment showed a slightly larger than seasonal rise this spring, but farm employment increased less than is usual for this time of year. Despite the slower upturn in farm employment, experienced farm workers were reported to be in heavy demand. Crop prospects were generally favourable, although in some areas grain crops were retarded owing to a lack of precipitation.

Mining employment showed a rising trend during the second quarter and was substantially higher than a year ago. Notable year-to-year gains took place in all sectors except coal. In nickel mining, production and employment were at significantly higher levels than a year ago. At the end of April total employment in mining was 5 per cent higher than a year earlier.

Employment in the construction industry showed signs of levelling off during recent months after expanding for more than a year. Activity in the commercial sector weakened somewhat during the second quarter, but other parts of non-residential construction and housebuilding were maintained at high levels.

The increase in manufacturing employment during the second quarter was about seasonal, although trends in individual industries were mixed. Moderate strengthening was reported in the iron and steel, non-metallic mineral products, and chemical in-

dustries but there were offsetting losses in wood and petroleum products. Total manufacturing employment was slightly higher than a year ago.

With less grain in storage and with grain shipments down from a year ago, employment in the transportation industry declined during the second quarter. Activity in public utilities was maintained at the high level which prevailed earlier in the year.

Activity in wholesale and retail trade increased during the second quarter, partly reflecting improved crop prospects. Finance and service showed continuing strength during recent months. Compared with a year earlier, employment in these three industries combined showed an average employment gain of 3 per cent.

Unemployment declined seasonally between the first and second quarter of 1962. As a proportion of the labour force, unemployment was 3.7 per cent in the second quarter of 1962, compared with 4.3 per cent a year earlier.

In June, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 4 (6); in balance, 15 (13).

PACIFIC

Economic conditions in the Pacific region continued to improve during the second quarter of 1962. Total employment, seasonally adjusted, was 1.3 per cent higher than in the previous quarter and 4.8 per cent higher than a year ago. Non-farm employment averaged 26,000 higher than in the second quarter of 1961; farm employment remained virtually unchanged.

Unemployment declined less than usual during the quarter, although it continued at a substantially lower level than last year. As a proportion of the labour force, unemployment in the second quarter was 6.3 per cent, compared with 8.2 per cent a year earlier.

Manufacturing and construction were mainly responsible for the underlying improvement in employment during the second quarter. Forestry operations were hampered by weather and by road restrictions during the early part of the quarter, but more recently peak levels of production and employment were reported.

Logging was particularly active in the coastal areas, resulting in fairly widespread shortages of skilled workers. Wet weather reduced the threat of forest fires this year so that there were few interruptions in logging operations during June.

Manufacturing employment increased substantially between April and June and for the second quarter as a whole showed a gain of about 9 per cent over the previous quarter. Although much of the rise was in seasonal industries, the gains were generally larger than usual.

Sawmilling and logging, which together account for more than one third of the net value of commodity output in the region were very active during most of the quarter. The majority of the more than 1,900 sawmills in the region operated at capacity levels, particularly toward the end of the quarter. Foreign demand for wood products remained strong, although exports to Japan slackened somewhat due to a lack of shipping facilities. The pulp and paper industry showed continuing strength during recent months, with some additional hiring being reported.

The iron and steel industry, whose importance in the region has been steadily increasing, remained buoyant during the second quarter. The main elements of strength were increased orders for fabricated steel and various types of industrial machinery.

Construction employment showed a sharp upturn during the second quarter, particularly during the latter part of the period. Compared with the first three months, employment rose by 20 per cent, sharply higher than in any recent year.

In June, a number of areas experienced the highest employment levels for the month since 1956. As a result, shortages of skilled tradesmen were fairly prevalent.

Both residential and non-residential construction contributed to the high level of activity. The construction of two large projects for mining companies were among the more important elements of strength.

Reflecting the improvement in the employment situation, registrations for employment at National Employment Service offices in June were 26 per cent lower than a year earlier in the major industrial areas, 20 per cent lower in metropolitan areas and 18 per cent lower in minor areas.

In June, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 8 (7); in balance, 4 (4).

CLASSIFICATION OF LABOUR MARKET AREAS—JUNE 1962

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Calgary Edmonton Montreal Quebec—Levis →ST. JOHN'S →VANCOUVER—NEW WESTMINSTER Windsor	→HALIFAX →HAMILTON Ottawa—Hull Toronto →WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean	Brantford →CORNER BROOK Cornwall Farnham—Granby Fort William—Port Arthur Joliette Kingston →MONCTON New Glasgow Niagara Peninsula Oshawa Peterborough →ROUYN—VAL D'OR Saint John Sarnia →SHAWINIGAN Sherbrooke →SYDNEY Timmins—Kirkland Lake Trois Rivieres Victoria	Guelph Kitchener London Subdury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie Chatham →RIVIERE DU LOUP SASKATOON ← →THETFORD—LAC MEGANTIC—VILLE ST. GEORGES	Brandon →CHARLOTTETOWN Lethbridge Moose Jaw North Battleford →PRINCE ALBERT →RED DEER Regina →YORKTON	
MINOR AREAS (labour force 10,000-25,000)	Rimouski	→BATHURST Beauharnois Belleville—Trenton Bracebridge →CAMPBELLTON Chilliwack Cranbrook Dawson Creek Drummondville Edmundston Fredericton →GASPE Kamloops Lindsay →MONTMAGNY →NEWCASTLE →OKANAGAN VALLEY →PRINCE GEORGE-QUESNEL →QUEBEC NORTH SHORE Ste. Agathe-Ste. Jerome St. Jean →ST. STEPHEN Sault Ste. Marie Summerside Valleyfield	Brampton →BRIDGEWATER Central Vancouver Island →DAUPHIN Drumheller Galt Goderich →GRAND FALLS →KENTVILLE Kitimat →LACHUTE ST. THERESE Listowel Medicine Hat North Bay →OWEN SOUND →PEMBROKE →PORTAGE LA PRAIRIE →PRINCE RUPERT St. Hyacinthe St. Thomas Simcoe →SOREL Stratford Swift Current →TRAIL—NELSON →TRURO Victoriaville Walkerton Weyburn →WOODSTOCK, N.B. Woodstock—Tillsonburg →YARMOUTH	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

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Collective Bargaining in June

During June, five major settlements were negotiated in the pulp and paper industry. They cover approximately 1,500 employees in Ontario and about 6,300 workers in British Columbia.

In Ontario, one-year agreements negotiated by the **Pulp and Paper Mill Workers** give a wage increase of 4 cents an hour to employees at **Kimberley-Clark Paper**, Terrace Bay, and at the **Marathon Corporation**, Marathon, and of 5 cents an hour at the Thorold plant of **Provincial Paper**. Other features of these agreements include increased shift premiums and higher company contributions to welfare plans.

In British Columbia, the same union signed one-year agreements with six companies, which agreed to increase wages by 3½ per cent and to reduce the length of service to qualify for four weeks vacation from 23 to 20 years. The settlement applies to employees in the pulp operations of **Canadian Forest Products**, **Columbia Cellulose Company**, **Rayonier Canada Limited**, **B.C. Forest Products**, **MacMillan, Bloedel and Powell River Industries**, **Crown Zellerbach of Canada** and **Elk Falls Company**.

One-year contracts embodying a wage increase of 3½ per cent and identical vacation provisions were also signed during the month by the **Paper Makers**, who represent employees in the paper mills of the last three companies.

After a referendum vote completed in mid-June, the **Woodworkers** and **Forest Industrial Relations Limited** signed a two-year agreement which applies to about 27,000 lumber workers in more than 150 logging and sawmill firms on the British Columbia coast. The settlement follows a formula recommended by Industrial Inquiry Commissioner Dr. Neil Perry, Dean of Commerce, University of British Columbia, and provides for two wage increases of 8 cents an hour and for four weeks vacation after 20 years of service. Under the previous agreement, which expired June 14, the maximum vacation was three weeks after five years of service.

Early in June a certification of the **Steelworkers** by the Manitoba Labour Board displaced the **Mine, Mill and Smelter Workers** as bargaining agent for nearly 2,000 **International Nickel Company** employees at the company's Thompson plant. The Board's decision followed a representation vote held April 23 to 26 and a recount of the ballots in May. Prior to the vote, the Mine, Mill and Smelter Workers had petitioned the Manitoba Court of Appeal for a stay of proceedings, but this request was not granted. In May, the union appealed the result of the vote, maintaining that the rival Steelworkers had engaged in electioneering in the course of the vote. The Manitoba Labour Board heard the union's complaint late in May and subsequently ruled in favour of the Steelworkers.

The contest between the two unions for bargaining rights for International Nickel Company employees at Sudbury, Ont., remained undecided by the end of June, although on June 11 the Ontario Labour Relations Board had counted the ballots cast at a pre-hearing representation vote in February. The count was ordered by the Board after extensive investigation into Mine, Mill and Smelter Workers charges that the Steelworkers had resorted to forgery and misrepresen-

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This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

tation in their campaign to enroll Inco employees. The Board ruled, however, that the evidence reviewed indicated no pattern of irregularity on the part of the Steelworkers.

The ballot count disclosed 7,182 votes for the Steelworkers—15 more than required for certification. The Mine, Mill and Smelter Workers challenged the vote, contending that 32 ballots did not carry the official stamp of the Board, that four spoiled ballots should be discarded and that there were five ballots more than the number of listed voters.

The Ontario Labour Relations Board also conducted a representation vote among the employees at the **Wabasso Cotton Company** at Welland, where the **United Textile Workers** were challenging the bargaining rights of the **Canadian Textile Council**. When the majority of eligible employees indicated their preference for the United Textile Workers, the Canadian Textile Council contested the vote on the grounds that the number of votes did not equal the number of voters, that the company had supported the campaign of the Textile Workers, and that the intervening union had engaged in electioneering during a 72-hour period of silence ordered by the Ontario Labour Relations Board. A Board hearing was set for July 9.

On June 25 the Supreme Court of Canada dismissed, by unanimous decision, the CPR-operated Royal York Hotel's appeal against the ruling of Chief Justice McRuer and the Ontario Court of Appeal (L.G., May, p. 518) over the right of management to discharge striking employees. A detailed account of the Supreme Court of Canada decision will appear in the Labour Law section of a forthcoming issue of the LABOUR GAZETTE.

After almost a year of discussion, the **CNR** signed an agreement with the **Order of Railroad Telegraphers** designed to establish greater flexibility by reducing the number of seniority districts across Canada from eleven to five. The agreement, covering approximately 5,000 telegraphers, train despatchers and station agents, is similar in principle to that signed by the company and the Canadian Brotherhood of Railway, Transport and General Workers in April (L.G., May, p. 519).

Throughout June, approximately 9,000 truck drivers and other workers represented by the **Teamsters** union continued their strikes against highway trucking firms in Ontario and companies operating out of Montreal.

In future, the narrative part of the Collective Bargaining Review will appear quarterly instead of monthly, with the first quarterly article scheduled for the October number. Parts I, II and III of the "Collective Bargaining Scene" will continue to be published each month, and the tables summarizing wage settlements will appear as heretofore on a semi-annual basis.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During July, August and September

(except those under negotiation in June)

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

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Company and Location	Union
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Car, Ville St. Pierre, Que.	Railway Carmen (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
DuPont of Can., Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Sask. Government	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone	Communications Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Sask. Wheat Pool Empl. (CLC) (office & salaried empl.)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Part II—Negotiations in Progress During June

Bargaining

Company and Location	Union
American Motors, Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
B.C. Hotels Assn. Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
C.N. Newfoundland Steamship Service	Railway, Transport & General Wkrs. (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Woodcutters, Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas Co. System, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Interior Forest Labour Relations Assn., Southern B.C.	Woodworkers (AFL-CIO/CLC)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Ottawa City, Ont.	Public Empl. (CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Woodcutters, Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
T.C.A. Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

B.C. Telephone & subsidiaries	B.C. Telephone Wkrs. (Ind.)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Papers Mill Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)
North. Interior Lumbermen's Assn., B.C.	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R. & other railways, system-wide	15 unions (non-operating empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)

Company and Location	Union
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Ont. & Que.	Teamsters (Ind.)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)

Part III—Settlements Reached During June 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALUMINUM CO., KINGSTON, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 5¢ an hr. retroactive to Mar. 4, 1962 plus 5¢ an hr. eff. May 8, 1963; 4 wks. vacation after 25 yrs. of service (previously no provision); company to pay Ontario Hospital Insurance premiums (formerly paid by empl.); labourer's rate after May 8, 1963 will be $1.96 an hr.

CANADA STEAMSHIPS LINES, ONT. & QUE.—SEAFARERS (AFL-CIO): 2-yr. agreement covering 1,000 empl.—weekly hrs. of work reduced from 44 to 42 in 1962 and to 40 in 1963 with maintenance of pay; company contribution to welfare plan increased to 45¢ per man per day (formerly 30¢).

CDN. JOHNS-MANVILLE, ASBESTOS, QUE.—MINING EMPL. FED. (CNTU): 3-yr. agreement covering 1,700 empl.—wage increases of 3½% retroactive to Feb. 1, 1962, 2½% eff. Feb. 1, 1963 plus 3% eff. Feb. 1, 1964; evening and night shift premiums (previously 5¢ and 8¢ respectively) increased to 6¢ and 10¢ in 1962, 7¢ and 11¢ in 1963 and to 8¢ and 12¢ in 1964; bereavement leave provision introduced; compulsory check-off supersedes voluntary check-off; labourer's rate after Feb. 1, 1964 will be $2.09 an hr. and rate for skilled trades will be $2.69 an hr.

CDN. MARCONI, MONTREAL, QUE.—EMPL. COUNCIL (IND.): 3-yr. agreement covering 600 empl.—settlement pay of $3 a wk. (for 3 wks.); wage increases of 4.35% in 1962, 3.48% in 1963 plus 3.17% in 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); sick leave changed to 1 day per mo. up to 30 days (formerly ½ day per mo. up to 15 days plus 1 day per mo. up to 15 days additional).

CDN. SUGAR FACTORIES, PICTURE BUTTE, RAYMOND AND TABER, ALTA.—CLC-CHARTERED LOCAL: 1-yr. agreement covering 200 permanent empl. and 800 seasonal empl.—wage increase of 3%; permanent yard and factory labourer's rate will be $1.94 an hr. and seasonal labourer's rate will be $1.34 an hr.

COAL OPERATORS' ASSN., ALTA. & B.C.—MINE WKRS. (IND.): 2-yr. agreement covering 1,200 empl.—wage increase of 20¢ a day; contributory group life insurance and weekly indemnity plan to be adopted at the option of the union membership.

DOM. GLASS, REDCLIFF, ALTA.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): New agreement covering 570 empl.—terms of settlement not immediately available.

EDMONTON CITY, ALTA.—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 2% retroactive to Jan. 1, 1962, 2% eff. July 1, 1962 plus 2½% eff. Jan. 1, 1963.

ELECTRIC AUTO-LITE, SARNIA, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 2¢ an hr. retroactive to Mar. 1, 1962, 4¢ an hr. eff. Mar. 1, 1963 plus 4¢ an hr. eff. Mar. 1, 1964; 8 paid holidays (formerly 7); company to pay Blue Plan premiums; labourer's rate after Mar. 1, 1964 will be $2.19 an hr.

FOREST INDUSTRIAL RELATIONS, B.C. COAST—WOODWORKERS (AFL-CIO/CLC): 2-yr agreement covering 27,000 empl.—wage increases of 8¢ an hr. eff. June 15, 1962 and June 15, 1963; 4 wks. vacation after 20 yrs. of service (previous maximum was 3 wks. after 5 yrs.); labourer's rate after June 15, 1963 will be $2.08 an hr.

FRY-CADBURY, MONTREAL, QUE.—BAKERY WKRS. (CLC): 3-yr. agreement covering 650 empl.—wage increases of 3¢ an hr. retroactive to Oct. 16, 1961, 3¢ an hr. eff. Oct. 15, 1962 plus 2¢ an hr. eff. Oct. 21, 1963; adjustments in wage rates of 16 job classifications; 4 paid holidays—New Year's Day, St. Jean Baptiste, Dominion Day and Christmas Day to be observed on Friday or Monday if they fall on week-ends (formerly only New Year's and Christmas); annual vacations revised as follows: 2 wks. vacation after 2 to 9 yrs. of service (formerly 2 wks. after 2 to 4 yrs., 2 wks plus 1 day after 5 to 9 yrs.); 3 wks. vacation after 10 yrs. of service (formerly 2 wks. plus 2 days after 10 to 14 yrs. and 3 wks after 15 yrs.); empl. with less than 1 yr. of service will continue to get ½ day per mo. of service and empl. with 1 yr. of service will continue to get 1 wk. vacation; labourer's rate after Oct. 21, 1963 will be $1.68½ an hr.

B.F. GOODRICH, KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—wage increase of 5¢ an hr. retroactive to June 1, 1962; wage adjustments in specified job classifications.

KELLY, DOUGLAS & CO., VANCOUVER AND OTHER CENTERS, B.C.—EMPL. ASSN. (IND.): 2-yr. agreement covering 700 empl.—wage increases of 5¢ an hr. retroactive to Dec. 1, 1961 plus 7½¢ an hr. eff. Dec. 1, 1962 for warehouse empl.; wage increases of 2½¢ an hr. retroactive to Dec. 1, 1961 plus 5¢ an hr. eff. Dec. 1, 1962 for office and female factory empl.; 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); factory packer's rate after Dec. 1, 1962 will be $1.68½ an hr. and office and mail service empl. salary will be $52.50 a wk.

KIMBERLEY-CLARK PAPER, TERRACE BAY, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; 3 floating holidays (formerly 2); 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); company contribution to group welfare plan increased to $4.75 a mo. (formerly $3.75) for married empl.; improvements in retirement and group life insurance plan; sick leave clause amended to provide for a maximum of 3 normal wks. earnings for empl. who have not claimed sick leave during the previous 2 yrs. (formerly 2 wks. earnings for empl. not claiming benefits in the previous yr.); labourer's rate will be $2 an hr. and first-class mechanic's rate will be $2.71 an hr.

LADIES CLOAK & SUIT MFRS. COUNCIL, MONTREAL, QUE.—LADIES GARMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 2,500 empl.—wage increase of 7% eff. Aug. 1, 1962; Thanksgiving Day to be observed as a paid holiday in 1963 making a total of 6 paid holidays; sample operator's rate will be $2.20 an hr.

MACMILLAN, BLOEDEL & POWELL RIVER & OTHERS, B.C. COAST—PAPER MAKERS (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—wage increase of 3½%; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); labourer's rate will be $2.10 an hr.

MACMILLAN, BLOEDEL & POWELL RIVER & OTHERS, B.C. COAST—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 5,200 empl.—wage increase of 3½%; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); labourer's rate will be $2.10 an hr.

MARATHON CORP., MARATHON, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase of 4¢ an hr. retroactive to May 1, 1962; 3 floating holidays (formerly 2); evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; company contribution to group life, accident and sickness insurance plan increased by $1.50 a mo. for married empl. and by 50¢ a mo. for single empl.; labourer's rate will be $2 an hr. and first-class mechanic's rate will be $2.71 an hr.

PROVINCIAL PAPER, THOROLD, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 540 empl.—wage increase of 5¢ an hr. eff. May 1, 1962; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; company contributions to group hospitalization, surgical and medical plans increased to $5.47 a mo. (formerly $4.97) for married empl. with company contribution for single empl. remaining at $4.97; labourer's rate will be $1.90 an hr. and first-class mechanic's rate will be $2.59 an hr.

RIO ALGOM MINES (MILLIKEN MINE); ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—settlement pay of $15 for empl. on payroll as of Jan. 1, 1962 and still on payroll as of May 16, 1962; wage increases of 3¢ an hr. eff. May 15, 1962, 4¢ an hr. eff. May 15, 1963 plus 5¢ an hr. eff. May 16, 1964; eff. May 16, 1962, company will contribute 5¢ per straight-time hr. worked towards a retirement savings plan; labourer's rate after May 16, 1964 will be $2.10 an hr.

RIO ALGOM MINES (NORDIC MINE), ALGOMA MILLS, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—settlement pay of $15 for empl. on payroll as of Jan. 1, 1962 and still on payroll as of May 16, 1962; wage increases of 3¢ an hr. eff. May 15, 1962, 4¢ an hr. eff. May 15, 1963 plus 5¢ an hr. eff. May 16, 1964; eff. May 16, 1962, company will contribute 5¢ per straight-time hr. worked towards a retirement savings plan; labourer's rate after May 16, 1964 will be $2.12 an hr.

UNION CARBIDE (METALS & CARBON DIV.), WELLAND, ONT.—U. E. (IND.): 3-yr. agreement covering 750 empl.—terms of settlement not immediately available.

91st Annual General Meeting of the Canadian Manufacturers' Association

Industrial relations conference, one of seven at the meeting, held sessions on "Building Industry through Better Labour Relations" and on "Building Manpower to Build Industry." Over-all theme: "Build Industry—Build Canada"

The 91st annual general meeting of the Canadian Manufacturers' Association, held on June 3, 4 and 5 at Montreal, had as its theme, "Build Industry—Build Canada."

In addition to the general business sessions, there were seven conferences: a plenary conference with the theme, "Agenda for Decision"; a public relations conference with the theme, "Private Enterprise—A Positive Approach"; a taxation conference with the theme, "Taxation in a Growing Economy"; a transportation conference, a world trade conference, and an industrial research and development conference.

The seventh, an industrial relations conference, was in two sessions. The theme of the morning session was "Building Industry through Better Labour Relations," and of the afternoon session, "Building Manpower to Build Industry."

The industrial relations conference and the plenary conference are the only ones fully reported here.

President's Address

"By 1970, our national labour force will be far bigger than it is today. A good part of the onus for finding productive jobs for a high proportion of the young and new Canadians who will enter the labour force will be on manufacturing industry.

"In fact, in this eight-year period, we must provide something like 400,000 new jobs in manufacturing if we are to maintain our living standards and avert chronic unemployment," said F. D. Mathers, retiring CMA President, in his address to the annual meeting. He was discussing Canada's dependence on success in selling "job-producing manufactured goods" in world and domestic markets.

The new jobs should be created through increased processing of our own raw materials. "An incalculable proportion of our annual imports are still our own raw materials coming back to us in finished form," he pointed out. To reduce this proportion should be the "foundation stone of national policy."

We should also encourage the manufacture in Canada of products now being imported in abundance, he said.

Mr. Mathers began his address by evaluating present employment and industry conditions. At the halfway mark of 1962, "the domestic economy is still showing evidence of satisfactory strength. The number of persons gainfully employed is at an all-time high, despite the disquieting evidence of considerable unemployment."

Capital expenditures are providing a direct stimulus and qualified forecasts are that the gross national product this year will show its largest real increase in quite some time.

But the present economic situation can change.

And Canada is not going to become self-sufficient in the foreseeable future, he said. "Even this continent as a whole can no longer remain an island unto itself." The United States, which until recently "called the economic tune in the Old World, is now forced to respond to the decisions of a dynamic common market in Europe." Canada is similarly affected because of her close geographic and market ties to the United States.

The U.S. President has asked for powers that could conceivably result in a remarkable liberalization of trade among the western nations.

Although freer trade has appeal for consumers, any unusual drastic reduction in tariffs could be a severe blow to Canadian industry, "which directly provides one quarter of our country's labour force with gainful employment" and indirectly provides many additional jobs in other industries.

"A flood of goods from low wage, mass production countries, and from the United States, with whom we have such an adverse balance of trade, could force many a Canadian manufacturer to the wall.

"Unless we are prepared for a period of austerity and are willing to accept a drastic scaling down of our living levels, we must maintain a national tariff structure that will allow the Canadian manufacturing industry equality of opportunity in the domestic market, which, in the last analysis, is our chief market."

Mr. Mathers believed Canada should "go along" with proposals for freer international trade if they were consistent with the well-being of Canadian industry and the national economy. Canadian manufacturers can win an increasing share of the great new markets now rapidly opening up in Western

Europe, South America, Asia and Africa, provided tariff and quota levels and other obstacles are kept within reasonable limits.

The gap between Canadian production costs and those of foreign competitors has already been crossed by some Canadian manufacturers.

Discussing tariffs further, he continued: "There are still far too many countries, and I would certainly include that vast and rich market to the south of us, which do a much better job of shutting out our manufactured products than we do of shutting out theirs. For all the closeness of our ties with the U.S.A., we in this country have never been particularly successful in persuading Washington to relax its barriers against our factory goods."

Opportunities for Canadian goods should develop favourably in the European Common Market, however, because improving living standards and resultant higher labour costs in Europe are improving our ability to compete.

The loss of Canadian markets in Britain that may follow her entry into the European Common Market can be more than offset by increased sales to the Common Market itself.

He pointed out that within eight years, Western Europe's population will have climbed to an estimated 320 million, living standards will have moved closer to our own, and production costs may be expected to rise. By keeping our manufacturing costs down to approximately those of Europe, we should be able to take maximum advantage of this large, developing market.

Mr. Mathers then charted the major steps that will have to be taken to make the most of this improved situation. "Canadian management, labour, government and consumer will all have to contribute something," he said. Management will have to display bold, imaginative salesmanship in the marketing of quality, well-designed products; organized labour will have to realize the importance of allowing productivity to rise faster than wages; and government—at all three levels—will have to recognize the influence of taxes on costs and afford appropriate reliefs and incentives.

In addition, Canadians will have to show preference for Canadian-made products, he said.

And Canadians must not overlook a basic weakness, our small and scattered population. "We still need an even greater flow of skilled and knowledgeable people to our shores." Canada as a nation is obliged to provide the opportunities to attract such people.

CMA Officers, 1962-63

Carl A. Pollock, President, Dominion Electrohome Industries Limited, Kitchener, Ont., was elected President of the Canadian Manufacturers' Association for 1962-63. He succeeded F. D. Mathers, of New Westminster, B.C.

Other officers elected were:

First Vice-President, H. Roy Crabtree, President, The Wabasso Cotton Company Limited, Montreal, Que.

Second Vice-President, A. A. Cumming, President, Union Carbide Canada Limited, Toronto, Ont.

Treasurer, T. A. Rice, International Harvester Company of Canada, Limited, Hamilton, Ont.

Elected Chairman of the Industrial Relations Committee was P. M. Draper, Vice-President (Administration), Canada Iron Foundries Limited, Montreal, Que.

Examining the Canada-United States relationship, he asserted that Canada has much to gain from her association with the U.S., but that we must follow our own international trading and other policies. "If there is one thing that both English and French-speaking Canadians are agreed upon, it is surely our refusal to be absorbed into the American union."

The less internal dissension and industrial strife there is in Canada, the better our positon to consolidate our national status. Speaking of industrial relations, Mr. Mathers noted with satisfaction that, for the past two years, we have had no serious, nationwide strikes. He saw this as evidence of an improved labour-management relationship.

"There is nothing new in the recent statement of one prominent union leader that strikes are outmoded (L.G., June, p. 621). What is profoundly significant is that a respected union chief could give public expression to this viewpoint before an audience of unionists and that it should receive the measure of acceptance by them that it did."

"Let us, management and labour together, build on this foundation of common sense, for, assuredly, it is more true than ever before that we are all in the same boat and that we will either sink or stay afloat in the choppy waters of world competition."

General Manager's Report

"Canadian manufacturers have continued to face heavy competition both from low wage and mass production countries," stated CMA Executive Vice-President and General Manager J. C. Whitelaw, Q.C., in his report to the annual meeting. Although the record exports of 1961 produced the first favourable merchandise trade balance since 1952, imports in 1961 were also a record.

In his report, Mr. Whitelaw summarized the Association's activities during the past year. He also dealt with the state of Canada's economy; reviewed legislation dealing with taxation, corporation and union matters; analysed world trade blocs; and assessed events and trends affecting the manufacturing industry and the country as a whole.

The growth of manufacturing offers the best prospect for increased employment of Canadians and the expansion of the Canadian economy, and this fact is becoming increasingly recognized, said Mr. Whitelaw. Government action in the monetary, taxation and export fields has been helpful to manufacturers.

Describing the devaluation and stabilization of the Canadian dollar as "the biggest event of the past year," he added that manufacturers have generally welcomed the step as improving the competitive position for a number of manufactured products, although it was also accompanied by some problems.

"There has been less public concern about inflation, until recently, but the lower foreign exchange rate has complicated the outlook. A few prices have already moved up because of the lower value of the dollar, and the general outlook for domestic prices is at the moment uncertain.

"Many manufacturers, because of unused capacity in their industries and competitive pressure, have been absorbing cost increases from this and other causes, but it remains to be seen how long this can continue.

"The consumer price index this April was about 0.9 per cent ahead of the same time last year. Prices of fully and chiefly manufactured goods were 1.1 per cent higher at the beginning of this year than a year earlier; average hourly earnings in manufacturing at the end of last year were 3.3 per cent higher than a year earlier."

In commenting on the Association's "Buy Canadian" program, which is now four years old, Mr. Whitelaw stressed that it must receive increasing emphasis "in the interests of fuller employment and improved economic self-sufficiency."

Manufacturing, "by far the most important of the production industries, should have at least an equal voice at Cabinet level with agriculture, mining, fishing and forestry, each of which is represented by a Cabinet Minister." This could be accomplished by redesignating the Minister and the Department of Trade and Commerce as the Minister and the Department of Industry and Commerce, "with appropriate alteration in emphasis of duties and responsibilities," Mr. Whitelaw suggested.

"Encouragement for immigration at a time when unemployment is high seems to be paradoxical," said the General Manager. There is, however, a shortage of skilled persons even though unemployment is high. Canada should promote immigration on a selective basis, emphasizing technical and professional qualifications.

Taxation

Taxation problems came in for considerable attention in the report. Mr. Whitelaw reviewed the recent tax incentives the federal Government had provided: incentives for modernization, for research, and deferred profit sharing plans.

The Association has again submitted, however, that both corporation and personal income tax rates are too high "for either the short-term or the long-term development of the Canadian economy". Manufacturers' incomes are actually taxed twice, he pointed out—first on corporation income, then on shareholders' dividends.

Corporation taxes add to the cost of finished goods and have a pyramiding effect on prices, he contended. They also make it more difficult for the Canadian manufacturer to compete with foreign manufacturers, both here and abroad.

He also asserted that the highly progressive rate structure of personal income taxes was discouraging the initiative and productive effort of Canadians.

Increased capital cost allowance should be expanded as a means of encouraging national development and providing employment.

Noting that finished manufactured goods still make up more than 75 per cent of Canada's total imports, the Association is pressing for specific appropriate tariff and quota measures to keep imports of competitive goods within reasonable bounds. It has asked the Government to make renewed efforts to legislate on the "class or kind" question, for improved customs procedures, and for mandatory marking of fully manufactured imported goods with the country of origin.

The CMA has asked for clarification or modification of certain provisions of the Corporations and Labour Unions Returns Act "to provide parity with respect to reporting requirements between companies and unions."

The Association also protested strongly about the increasing volume of reports and statistics required by the Government.

The CMA's Industrial Relations Committee continued to study the implications of the use of funds obtained through check-off in support of political parties, Mr. Whitelaw reported.

The Committee on Vocational Training "has been concerned with the search for ways in which the increased federal funds now available to the provinces... can be effectively used to supply industry with the skilled workers it requires," the General Manager reported. This committee has worked closely with H. L. Shepherd of the Canadian Westinghouse Company Limited, who has been on loan to the Department of Labour to carry out a special study "for relating the Government's program for vocational training with the requirements of industry" (L.G., Dec. 1961, p. 1214).

Hon. Jean Lesage

Premier Jean Lesage of Quebec, one of the dinner speakers at the CMA annual meeting, outlined his Government's plans for exploiting the province's resources through formation of a financing corporation. The necessary financial capital was not lacking collectively in Quebec, he said, but it was necessary to bring together the available capital of individuals to make it effective and to direct it toward a common goal.

The General Investment Corporation, to be established shortly, would be participated in by the provincial Government and would encourage investment by the public through apparent and reasonable guarantees. It would be "an undertaking which will be likely to promote an unprecedented economic expansion in our province," the Premier said. Capital investment from Quebec and outside institutions would also be accepted and welcomed, he said, adding also that "there will be no question of the General Investment Corporation plunging into any risky projects."

He stated that the view of his Government was that it should take part in the country's economic life, but by "co-operation with private enterprise and not by imposing its views upon it in a dictatorial manner." Economic progress thus becomes the result of joint action, he emphasized.

Although the financing body "will become an essentially dynamic factor in Quebec's progress," the Premier also pointed out and stressed that "human capital" was not being neglected, and Quebec was taking the necessary action in the education field. "The Government knows that one of the best ways to fight unemployment is to raise the educational level of the population as a whole," he stated.

Co-operation between all the interested parties—capital, labour and government—would be the basis for building the future of the province, the Premier said.

Industrial Relations Conference

Judge A. H. McKinnon

Many are becoming concerned about trends that are discernible in labour legislation, said Judge A. H. McKinnon, author of the recent Report on Labour Legislation for the Nova Scotia Government (L.G., May, p. 507). He was speaking at the industrial relations conference on "Legislative Balance in Labour Relations."

"We can foresee with some certainty," he said, "that it will not be long until the different jurisdictions of this country will regulate all aspects of management-labour relations through a codified body of laws administered and policed by the State; and free collective bargaining, which all of our labour legislation was enacted to foster, will be sacrificed on the altar of 'the public interest'."

That public interest requires such intervention is now the announced policy of the Government of the United States, he pointed out, quoting from an address last February by U.S. Secretary of Labor Arthur J. Goldberg:

> Hitherto Government intervention in labour-management disputes has been aimed merely at mediating the issues in disputes and bringing about a settlement. From now on, it will

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be concerned with the character of the settlement. It will be intent on seeing that the terms of the agreements follow the Government's guide lines. (See box, below).

Judge McKinnon then quoted from an article in the *New York Times Magazine* by A. A. Berle, Jr., Professor of Corporation Law at Columbia Law School:

Briefly stated, the emerging relationship is this: When the wage and price levels markedly affect, or threaten to upset, the economy of the country, the Government claims power to step in on behalf of the "public interest."

The difficulty is, Prof. Berle's article continued, that the words "public interest" have to be defined. There are no defined criteria where wages and industrial prices are concerned, "nor can there be."

In the past, the reserve power of the Government to intervene was restricted to situations of extreme emergency, but it is now being adopted as an acceptable measure in any situation, "on the theory that any labour-management dispute affects the public interest," Prof. Berle wrote.

Guides for Non-inflationary Wage and Price Decisions*

If, as a point of departure, we assume no change in the relative shares of labour and non-labour incomes in a particular industry, then a general guide may be advanced for non-inflationary price behaviour. Both guides, as will be seen, are only first approximations.

The general guide for non-inflationary wage behaviour is that the rate of increase in wage rates (including fringe benefits) in each industry be equal to the trend rate of over-all productivity increase. General acceptance of this guide would maintain stability of labour cost per unit of output for the economy as a whole—though not of course for individual industries.

The general guide for non-inflationary price behaviour calls for price reduction if the industry's rate of productivity increase exceeds the overall rate—for this would mean declining unit labour costs; it calls for an appropriate increase in price if the opposite relationship prevails; and it calls for stable prices if the two rates of productivity increase are equal.

These are advanced as general guideposts. To reconcile them with objectives of equity and efficiency, special modifications must be made to adapt them to the circumstances of particular industries. If all of these modifications are made, each in the specific circumstances to which it applies, they are consistent with stability of the general price level.

Public judgments about the effects on the price level of particular wage or price decisions should take into account the modifications as well as the general guides. The most important modifications are the following: 1. Wage-rate increases would exceed the general guide rate in an industry which would otherwise be unable to attract sufficient labour; or in which wage rates are exceptionally low compared with the range of wages earned elsewhere by similar labour because the bargaining position of workers has been weak in particular local labour markets.

2. Wage-rate increases would fall short of the general guide rate in an industry which could not provide jobs for its entire labour force even in times of generally full employment; or in which wage rates are exceptionally high compared with the range of wages earned elsewhere by similar labour because the bargaining position of workers had been especially strong.

3. Prices would rise more rapidly, or fall more slowly than indicated by the general guide rate in an industry in which the level of profits was insufficient to attract the capital required to finance a needed expansion in capacity; or in which costs other than labour costs had risen.

4. Prices would rise more slowly, or fall more rapidly than indicated by the general guide in an industry in which the relation of productive capacity to full employment; demand shows the desirability of an outflow of capital from the industry or in which costs other than labour costs have fallen; or in which excessive market power has resulted in rates of profit substantially higher than those earned elsewhere on investments of comparable risk.

It is a measure of the difficulty of the problem that even these complex guideposts leave out of account several important considerations. Although output per man-hour rises mainly in response to improvements in the quantity and quality of capital goods with which employees are equipped, employees are often able to improve their performance by means within their own control. It is obviously in the public interest that incentives be preserved which would reward employees for such efforts.

Also, in connection with the use of measures of over-all productivity gain as benchmarks for wage increases, it must be borne in mind that average hourly labour costs often change through the process of up or down grading, shifts between wage and salaried employment, and other forces. Such changes may either add to or subtract from the increment which is available for wage increases under the over-all productivity guide.

Finally, it must be reiterated that collective bargaining within an industry over the division of the proceeds between labour and non-labour income is not necessarily disruptive of over-all price stability. The relative shares can change within the bounds of non-inflationary price behaviour. But when a disagreement between management and labour is resolved by passing the bill to the rest of the economy, the bill is paid in depreciated currency to the ultimate advantage of no one.

* Excerpt from the Annual Report of the Council of Economic Advisers transmitted to the Congress with the Economic Report of the President in January 1962.

This current development in the United States, Judge McKinnon continued, suggests that in that country we can look for a greater degree of governmental control and direction over management-labour relationships.

"In Canada, there has also been a recognition, reflected in legislation, that the consequence of free collective bargaining is detrimental to the public interest; and that industrial peace should not depend on the free bargaining in good faith of employers and unions. Apparently, there is an insistence that, in some areas, there be collective bargaining but without the threat of strikes or lockouts."

Judge McKinnon then cited, as examples, provisions in the labour legislation of Alberta, Manitoba and Quebec.

He then turned to special legislation enacted to bring a labour dispute to an end, mentioning the federal Maintenance of Operation Act and Railways Operation Continuation Act, and the British Columbia Coast Steamship Service Act.

We can sympathize with the reason for these Acts because the public demanded that the country or the province should not be inconvenienced by a stoppage of transportation facilities, he said, but "we must realize that the right to strike is the root and base of free collective bargaining; without it, under our present system, the union has little to bargain with."

It is interesting to note that leading unionists in Canada do state that the "strike" is probably an outmoded weapon, but until we are successful in changing the direction of management-labour relations, the right to strike must remain, unless we wish to abandon collective bargaining entirely.

There are other areas where labour legislation in Canada has exhibited a trend toward a greater degree of regulation. These include: certification procedures, determination of appropriate units, regulations against the altering of wages and conditions of employment when negotiations are in progress, unfair practices, union security provisions, and the legal status of trade unions.

Aside from statutory enactments, "recent legal decisions have settled the matter by holding that a union is a legal entity which may be made liable in damages either for breach of the Labour Relations Act or under the common law . . .

"This trend toward state regulation of all phases in management-labour relationships, thus limiting the scope of free collective bargaining, was not, I believe, anticipated by the legislatures that passed the original enactments," he said.

Judge McKinnon outlined the history of government legislation to assist in settling disputes, culminating in the 1940's in legislation laying down the ground rules within which the collective bargaining relationship was to operate. Behind this was the desire to point the way to the ideal employer-employee relationship.

This envisaged, first, that not only the dominant public interest but also that of employer, employee and union is preserved by industrial peace and that this can best be achieved where these parties work in harmony and full co-operation in the interest of the industry which they operate and manage, on the one hand, and in which they are employed, on the other. Second, such management-employee relationship is fostered where it is marked by respect, appreciation, understanding, loyal and active co-operation, and devotion to their common undertaking . . . . Thirdly, voluntary co-operation is essential in achieving the best management-employee relationship and the maximum return to industry.

If the adverse factors that have intruded since the original concept of the ideal are overlooked, "conditions are more favourable today for the attainment of that ideal than they were some years ago."

Conditions have gradually developed that bind the employees to the enterprise and create common interests between employees and management. These include: pension plans, vacations with pay, benefits related to length of service, systems of promotion in which experience and familiarity with the work are important. Collectively bargained seniority rules and other rights and privileges that depend on length of service also create stronger common interests between employers and employees.

As these common interests grow in importance, "one would expect that both parties would be drawing closer together" in an effort to develop them. This has not been the case, "partly because of the preoccupation of both parties with guarding and fostering their positions in the legislative arena, where they are antagonists in a contest to promote or hold statutory rights, with the State imposing the rules and acting as referee."

Close co-operation in the union-management relationship would mean that both parties would have to abandon some entrenched attitudes. "It may be difficult for management and labour to transform their attitudes for ones of full and harmonious co-operation, but if it is realized that the alternative is greater legislative restrictions, state intervention and the probable abandonment of free collective bargaining, then it should be worth a determined effort."

In his consultations last year with management and labour groups across Canada, Judge McKinnon had found fairly general

agreement that the ideal management-labour relationship would be achieved with a minimum of legislative restriction.

"The general consensus seemed to be that if one side could only trust the other to deal fairly and above board, both would be willing to scrap much of the restrictive legislation now existing."

Generally speaking, where the balance of restrictive legislation was considered to be anti-union, employer groups expressed themselves as somewhat content but advocated further restrictive measures. Union groups expressed themselves as very dissatisfied and were convinced that they were the victims of the legislation, which greatly lessened their respect for governmental institutions.

Where the situation is reversed and legislation is considered to be pro-union, union groups were not entirely satisfied with the legislation in force but they appreciated that they were in a favoured position. The employer groups here contended that labour legislation was weighted in favour of unions and this had placed their industries in a very poor competitive position with other provinces. The employers here stressed that they would like to see less compulsion placed on employers and more voluntary co-operation between management and labour throughout negotiations.

From these consultations, it was difficult to escape the impression that restrictive legislation has driven an ever-deepening wedge between management and labour, and has made much more difficult the voluntary co-operation which is vital to the welfare of industry and its employees.

He cited Sweden as an example of how the current trend could be changed and channelled in the direction of the ideal management-employee relationship.

"I believe it is true to say," Judge McKinnon concluded, "that from public statements made by leaders in industry and labour, there never was a time when both parties were more receptive to an arrangement for closer co-operation and mutual action than at present.

"If such an arrangement is desired, would it not be well to at least start a move in that direction rather than continue with the current trend, which can only result in further legislative intervention and a further delay in the attainment of the desired relationship?"

George B. Morris, Jr.

"Labour relations problems are long-range problems; what is done today can have far-reaching effects for years in the future," said George B. Morris, Jr., of the personnel department, General Motors Corporation, Detroit. He was speaking to the industrial relations conference on "Long-Term Objectives in Collective Bargaining."

Unions will make demands they know management should not grant, he pointed out, but once unwise concessions are made, they look upon them as vested rights and will resist attempts to correct them. Unions also demand that contract wording be brought up to date to reflect the actual practices that have developed under the agreement. "Thus, the bad practices of today tend to become the poor contract clauses of tomorrow."

Mr. Morris enumerated six management objectives in collective bargaining.

First, a policy approach to labour relations is essential. "Labour relations problems cannot be handled properly on the basis of expediency. Consistent policies are needed." Unions recognize the importance of a sound and consistent approach by management, he said.

Management must establish a reputation for firmness, consistency and credibility.

Second, there must be full acceptance by everyone in management of the role of the union as representative of employees in the bargaining unit.

"Acceptance of the role of the union as representative of the employees for collective bargaining purposes requires willingness on the part of management to meet with the union at any time to discuss problems of mutual concern.

"Unions and management should not communicate with each other only at arm's length, as infrequently as possible, and put off problems that arise until the often hostile atmosphere of contract negotiations.

"The union-management relationship should be a day-to-day proposition, with frequent, continuing communication between management and union representatives."

Mr. Morris described the process of communication between management and union at General Motors to illustrate what full acceptance of the role of unions implies. The process includes formal negotiations, subcommittees of company and union representatives to deal with technical areas (pensions, insurance and S.U.B., etc.), continuous communication at all levels in the period between negotiations, high-level meetings to discuss matters of mutual interest, frequent meetings between the union's GM department and the company's labour relations staff, and meetings of the boards of administration that handle problems under the pension plan and the supplemental unemployment benefit plan.

Third, management's responsibility to manage the business must be maintained.

Just as management should fully accept the legitimate role of the union, it should

insist that the union recognize that management has the responsibility to manage the business.

Management cannot operate a business effectively if prior consent of the union is required before decisions are reached on: disciplining of employees, the right to discharge or discipline for cause, the products to be manufactured, the location of plants, production schedules, and the methods, processes and means of manufacturing.

Fourth, fair, sound and firm discipline must be maintained throughout the organization. An undisciplined, disorderly plant is rarely an efficient plant.

"Disciplining employees is a management responsibility more than it is a management right... The union's responsibility is to represent the employees once the discipline has been assessed by management."

Fifth, provisions in labour agreements that impair manufacturing efficiency must be avoided. For example, bad seniority provisions, limits on the right to set production standards, and limitations on subcontracting can have a heavy impact on unit production costs.

In labour relations, the easy way would often be to ignore the problem and reject the union solution "on principle," which is another way of saying "duck the problem." The real task in labour relations is to find mutually acceptable solutions, and finding such solutions is the challenge to both management and union, Mr. Morris said.

Sixth, affirmative policies designed to keep avenues of technological change free and open must be adopted.

Two kinds of policies are important in connection with technological change: (1) avoidance of provisions in labour agreements that could restrict management's ability to adopt the most efficient tools and methods of production or its freedom to determine production standards and to make and change work rules vital to efficient production; and (2) management's willingness to adopt measures designed to minimize the impact on employees of dislocations caused by technological changes, changes in consumer preference, relocation of plants, fluctuations in employment or other factors that cause real economic hardship to employees.

D. Alan Page

"The use of strikes as a means of achieving collective agreement between labour and management in this country is now outmoded and something better must be found to take their place," said D. Alan Page, Director of Personnel, Goodyear Tire and Rubber Co. of Canada Limited, at the industrial relations conference.

He was sure that none of his listeners found anything particularly startling in that statement, but that they would be interested to learn that it was recently made by William Mahoney of the Steelworkers, that he made it to the union policy committee, and that he was not criticized by his fellow unionists for it.

Statements like Mr. Mahoney's would seem to suggest an awareness on the part of the more thoughtful senior union leaders in Canada today that relationships between management and labour must take on a new maturity in the future, he said. He was speaking on "What Hope for Harmony?"

"Is harmony merely a matter of management's agreeing to give the union everything they ask?" Or would you achieve harmony if the union simply agreed to all proposals by management?

Certainly, I do not regard harmony as a complete absence of arguments and differences in point of view, Mr. Page said. "I think we shall achieve harmony in labour relations when management is aware of the requirements of the union and its members, and at the same time, unions are equally aware of the requirements of management."

True harmony is possible when both sides see the requirements of those opposite them at the bargaining table and seek to achieve means of reconciling the different objectives in a working arrangement based on mutual respect and understanding of the problems of both sides. This pre-supposes the seeking and finding of a full and mature realization of all the facts of the situation, together with a willingness to modify one's own demands to advance the cause of the organization as a whole.

Ultimately, hope for harmony must rest on the ability of both sides to be able to communicate their essential needs to the other side in such a way that they are properly appreciated and understood.

Achievement of a truly mature relationship between union and management is of vital concern not only to Canadian industry but to the whole of the Canadian economy, he continued. Industrial disputes today are often of such proportions that a breakdown of negotiations in a major industry means disruption to the economy of the nation. Potential disruption to the convenience and well-being of the public is so great in certain utilities such as railway and hydro electric systems that a strike is "virtually non-acceptable" to the public.

The main obstacles to the achievement and strengthening of industrial harmony in

Canada, Mr. Page said, are of two kinds: those which are union-made and those which are created by management.

Many of today's labour leaders realize that without greater productivity, there can be no increased returns for the worker, but "there are many concepts tenaciously held by labour leaders which need revision and study in the light of today's changing conditions."

Automation is feared in certain quarters because of the potential unemployment that some people believe it will bring. "I do not see it as the source of potential unemployment, but I do recognize that it is the source of far-reaching changes which are bound to bring disruption to the work force." This disruption need not be too harmful if workers are given retraining, if they will accept the training and the unions will permit it.

"Yet the unions, whose vital concern should be for these workers who will suffer displacement, are still showing themselves very unwilling to abandon old-time concepts of seniority so that adequate training can be offered to minimize the effect of technological displacement. At the same time, many unions are forcing the pernicious practice sometimes referred to as featherbedding into contracts on the pretext of protecting the jobs of their members."

The labour leaders' awareness of the necessity of gearing wage increases to increases in productivity is not sufficiently shared by the rank and file union members. If harmony is to be achieved, unions must learn to gear their wage and fringe benefit demands to the realities of the situation, Mr. Page said.

It is easy for us to be critical of union action in their relationships with management, but more difficult for us to turn around and examine the actions of management. "Yet we must honestly ask ourselves: Has management done all it can, in the past, to promote a real sense of harmony and purpose with the unions with which it deals? I am afraid that the answer is that this has not always been done.

"It is so easy to dismiss some extravagant demand on the part of the union as unreasonable and unthinking and to forget that a possible reason for the inclusion of this demand is some equally unreasonable action on the part of management in contract administration during the previous year," he said.

Mr. Page then asked: "If we regard the promotion of harmony as of vital importance, where can we look for help?"

It has been suggested that this is a function of government and, in the sense that it is the guardian of the public interest, government has a definite stake in industrial harmony. However, it is open to serious question, first, as to how effectively the government can participate in the promotion of harmony, and second, as to how much it is desirable that they should participate.

In Canada we believe that the best relationships between management and labour are those which are achieved with the minimum of interference by government. But, "if we cannot find the answer, the freedom of action prized by both management and labour will be sacrificed through government concern for the public welfare."

Government participation in labour relations is neither effective nor desirable in promoting hope for true harmony, Mr. Page said. But "if we ourselves do not achieve the solution, we will have something thrust on us which neither side will like and which will make our problems even more complex than they are today."

He then told the conference what unions, management and government could do to promote harmony.

It is essential, he said, that unions undertake to disseminate among their members a real understanding of the problems facing industry today: the realities of competition and the need for gearing wage and other employee benefit increases to productivity.

Management must devote a great deal of attention to the problem of communication with the union, its executive and its members. But "any attempt to preach or to brain-wash our employee audience would undo any good that might be done."

Government has played an important part in labour relations in this country in the past, but the best role for government is a minimum one.

We want to see the public protected against any unacceptable action that may be taken by unions or by management, but a sound labour-management relationship can only be attained, in the long run, by the parties sitting down and working out their problems in an atmosphere of mutual confidence and trust.

Walter W. Finke

At the second session of the industrial relations conference, Walter W. Finke, President, Electronic Data Process Division, Minneapolis-Honeywell Regulator Co., delivered a paper on automation, a great part of which was devoted to electronic data processing (EDP).

Both the United States and Canada, he said, are deeply committed to automation. Automation is moving forward, with the one basic object of achieving economic strength at home and abroad.

The concept of automation embraces many tools, he continued, citing the tractor on the farm, the bulldozer in construction,

electronic process control systems in industry. Electronic data processing was the newest tool of automation in the office.

No matter what the tool, its primary function was to increase man's productivity.

Electronic data processing, the most recent in a long series of inventions designed to increase productivity, is "automating the clerical tasks out of the office." At the other extreme it is automating the processes of scientific research, and in between it is helping to automate industrial production.

EDP was probably the most advanced form of automation yet devised, he said. There was "a perhaps not unnatural fear" of automation in the minds of many people. They fear it brings job insecurity.

If the fear that surrounds automation retards its progress, the loss in terms of economic strength "will be immeasurable."

If business and industry were static, automation might well be a threat to full employment. But they are not; they are aggressively dynamic, and the technological development that leads to automation is keeping the economy on the move. A dynamic economy supported by a sophisticated technology is continually providing new and greater employment opportunities.

A business that shies away from automation presents greater risks to jobs than one pioneering in technology. "The history of business is littered with the debris of companies that have died of obsolescence—those that failed to take advantage of the new tools that are the real source of competitive strength," Mr. Finke said.

In the same way, a national economy that fails to support automation will find itself at a disadvantage in international competition.

Frequently overlooked is the fact that automation tends to provide a larger proportion of jobs requiring greater skills and, therefore, commanding higher pay. In the United States, the number of unskilled workers today is substantially lower than 20 years ago; but in the same period, the total civilian labour force has increased some 30 per cent, and the number of professional, technical and management people has nearly doubled.

One of the great lessons history teaches us is that the discovery of broad new techniques, such as electronic data processing, results in long-range benefits in the form of new businesses, new services and new employment opportunities that far outweigh the transitory dislocations.

EDP is growing into a big employer in its own right, Mr. Finke continued. Persons engaged in the manufacture, programming and operation of electronic computers in the U.S. now number well over one hundred thousand. By the end of the decade, it is estimated that the U.S. will require more than 150,000 additional programmers alone.

There is little evidence that EDP has created important employment problems. In truth, clerical employment has increased 18 per cent in the last five years, U.S. Bureau of Labor Statistics figures show, while non-clerical employment has increased only 5 per cent and total civilian employment by about 6 per cent.

He was not implying that EDP would not displace people on a job-for-job basis; this is one of the primary objectives of electronic data processing. The important point is that most EDP users, by careful planning and training programs, have been able to absorb their displaced workers in other areas of their organizations. "Even so, the rising demand for clerical help continues to outpace the progress of office automation."

The problems of office automation are quite different from those brought about by automation in coal mines or in petroleum, steel and automobile industries, where there was an actual reduction in the numbers at work.

"We must squarely face the problems created by our use of the tools of automation . . . We are faced with a dual obligation: we have a clear responsibility to make the fullest use of the new tools of economic strength; on the other hand we have an equally clear responsibility to employ whatever means we have at hand to alleviate the temporary hardships that may arise through their use."

Here Mr. Finke quoted from an article in the April issue of the *Harvard Business Review* by Prof. Benjamin Selekman:

This does not necessarily mean that he [the businessman] must initiate and develop a complete program in his own enterprise to provide for all the contingencies attendant on the onward sweep of technology—a goal not financially feasible. It does mean, however, that he must acquire a positive attitude toward such programs, and participate actively in their development both in industry and in the community.

Mr. Finke is convinced that the solution lies in education, "the training of people in the skills of the new technologies and the retraining of displaced people for useful work in labour shortage areas." It is an interesting fact in both Canada and the United States, he commented, that there is a labour shortage in some areas while there is substantial unemployment in others.

"By and large, the unemployment exists in the unskilled labour markets. The shortages for the most part are in the higher

skills. This obviously points to the need for further education and retraining."

An impressive amount of retraining is being undertaken in computer-using companies to prepare people to work with EDP or train them for new work. Computer manufacturers, too, are training people in the various skills associated with electronic computation.

This educational movement must continue to grow, he said. "EDP is on the road to becoming as basic to our way of life as the typewriter and the printing press. It is entirely possible that it will soon be as vital in the business and scientific worlds as reading, writing and arithmetic. It is indispensable to the continued build-up of our economic strength."

The threat of the recurrence of the kind of thinking that led factory workers of early days to try to stop the Industrial Revolution by wrecking the machinery "is far more alarming than any threat the new machinery could possibly pose," Mr. Finke concluded.

Very Rev. Georges Henri Levesque

"Ethics and Morality in Shop and Office" was the subject of an address to the industrial relations conference by the Very Reverend Georges Henri Levesque, Superior of the Maison Montmorency, Courville, Que.

In order to build a prosperous and powerful industry, there must be adequate manpower, and "this manpower consists of competent and qualified men, physically and mentally healthy, but also basically good and strong, that is, with a deep and extensive moral value," Father Levesque said.

He did not plan to lay out a complete code of moral rules that would point out exactly what should be forbidden, allowed or recommended. Far more important than the small details of good conduct recipes were the fundamental principles that should inspire them, he said.

"The first and most important of these principles is the transcendent value of each human person." An office or a shop is, most of all, a team of men and women working together, and "teamwork demands respect of the nature of those taking part." And these, above all, are individual human beings.

"This fact is extremely important, as it demands that business relationships be primarily and fundamentally human, that is, moral . . . It impels employers and employees to always give each other the consideration and treatment a man deserves . . .

"It is now more important than ever to stress this principle because of the mechanization of labour and the imperativeness of efficiency which are more and more inclined to depersonalize the worker."

Father Levesque then went on to define "what exactly is a person." A person is a free and responsible individual human being, he said.

Because every one of us is primarily a free individual, no firm has the right to impose on us its own views in fields outside business matters. The worker, having freely taken on the obligations of his employment, should fulfil his duties just as freely. "When obedience is required on his part, he must do so as a free man and not as a slave."

Secondly, everyone is responsible. "If an individual demands that we respect his rights to freedom, he must in return be prepared to accept the duty of his responsibility." And if we impose on the firm the duty to respect its employees' freedom, we must also recognize the firm's privilege to count on their trustworthiness.

Where would freedom and responsibility lead without control and direction by means of powerful and wise discipline? Discipline signifies respect for order. Order is the essential condition that provides stability and efficiency to a firm. Without order the business would become paralyzed or be threatened by disintegration. Respect for order is a serious obligation "which we define as discipline."

The second fundamental principle concerns the value of work. The accomplishment of a job, work, is a human act. Work has social value, as its highest aim is to be useful to society. By working, a worker acquires a right to remuneration.

"Work deserves our sincere, constant and universal respect, which should be especially proved by establishing working conditions suitable to his [man's] human dignity," said Father Levesque. It also deserves that we devote ourselves to it fervently and competently. "When we chose to work for our living, we then become professional workers and work itself become our state of life."

Finally work deserves a reward, a remuneration that allows the worker and his family to lead a proper life.

Concluding, Father Levesque mentioned two indispensable virtues that should exist in any shop or office: justice and charity. "Justice considers our neighbour as another person, a separate and distinct individual, whereas charity sees in our neighbour a being very closely joined to us. Justice adjusts one and another by ordering each one to respect the other's property, to leave

him what is his and give him what he owns. Charity, on the other hand, joins one another in fraternal feelings and insists on kindness, mutual help and devotion."

Dr. Hans Selye

The final speaker at the industrial relations conference was Dr. Hans Selye, Director of the Institute of Experimental Medicine at the University of Montreal, who spoke on "The Stress of Technology —Can Man Adjust?"

He defined stress as the rate of wear and tear in the body. The unprecedented development of technology in this century has created many new sources of stress while at the same time largely eliminating others such as diseases and malnutrition. We must learn to live with our newly acquired sources of stress.

Plenary Conference

Hon. Donald M. Fleming

"There is no magic formula for economic growth," said Hon. Donald M. Fleming, Minister of Finance, whose address on "The Contribution of Fiscal Policy to Economic Expansion and Growth" opened the plenary conference. He defined economic growth as the measure of success in our individual and joint efforts to meet the economic challenge of the world around us.

"Everyone in a free society has a role to play in the achievement of economic growth; and the task cannot be accomplished by one group alone, whether it be business, labour, the farmer, or government," he added.

Among other things, government is expected to contribute to economic stability by stimulating production and employment when the country's economic resources are not being fully utilized and, conversely, by restraining excesses when the country's resources are being pressed beyond their limits.

Fiscal policy is one of the instruments available to government for the promotion of economic growth. Another is tariff policy.

Before dealing with fiscal policy, tax policy and tariff policy, the Minister reviewed the economic environment in the postwar period.

Since the war, developments that have had a strong influence on the Canadian economy were hidden for a time during the period of shortage of goods and equipment, "a period when inflationary forces were constantly in the ascendant." During this period, Western Europe and Japan rebuilt their economies, newly emerging countries were attempting to achieve self-sustaining economic growth, the pace of scientific and technological development accelerated rapidly, the free world dismantled direct controls on the movement of goods and capital and thus has grown much more interdependent.

The result has been that competition in world markets has become much more intense and the need for greater efficiency has been forcefully underlined, Mr. Fleming said.

Over the past few years Canada has experienced an excess of production facilities and far less stimulus to develop her resource industries. At the same time, Canadian manufacturing industries met, for the first time in several decades, intensified international competition. As a result, the rate of private investment slowed down and the role of investment as a stimulus to the economy declined.

"In this situation," Mr. Fleming said, "what is required is a shift of both human and material resources into other uses... Transfers of resources require flexibility in the economy and mobility of the labour force...

"The skills of our people, the modernization of our industry, the volume and quality of our scientific research had to be enhanced if we meet the new forces of world competition and to continue our strong pace of economic growth."

Fiscal Policy

At a time when various forces are depressing the level of demand, an expansionary fiscal policy can play an important role in stimulating production and employment, the Minister of Finance continued. When there is excess productive capacity and idle manpower, deficit budgets can provide a useful stimulus and, when appropriately timed, encourage higher output, income and savings without inflation.

Fiscal policy alone cannot solve all our economic problems; the productive and distributive functions of the economy must be made more modern, more efficient and more flexible.

The Minister referred to increases in the conditional and unconditional grants to provinces and municipalities, and in transfer payments to individuals. A third type of federal expenditures, those for acquisition of goods and services, have been

growing less rapidly, and the growth in the number of government employees has slowed.

From the savings achieved, he said, the Government has expanded its outlays "on programs designed to contribute directly to economic growth and development," for example, assistance to technical and vocational training, contributions to research in universities, direct assistance in industrial research and development, help in development of the resources of the North, development and expansion of air flight safety systems, assistance to ship construction.

Tax Policy

Federal tax policies have been designed to stimulate the Canadian economy and ensure a satisfactory rate of growth, Mr. Fleming said. The reduction in the personal income tax in 1957 left an additional $146 million in the hands of individual taxpayers, and this increase in purchasing power "at a time when the momentum of the economy had slackened" provided an important stimulus for recovery and renewed growth.

Adjustments in commodity taxes have assisted the economy. Perhaps the most important change was the removal of the special excise tax on passenger automobiles.

Canada depends essentially on private enterprise to provide new opportunities for production and employment. Therefore tax measures to stimulate the economy have been directed to an important extent toward fiscal relief for business enterprises.

But instead of general capital cost allowances measures, the Government has increased allowances in a selective way. One area of great promise was the development of new products and the increased processing in Canada of our own natural resources. Therefore a program was announced to allow double depreciation for one year on assets acquired to produce a product new to Canada or new to an area designated a surplus manpower area.

Tariff Policy

The customs tariff is one of the principal instruments available to government for influencing the course of industrial expansion and economic growth. "The maintenance of a reasonable level of tariff protection for soundly based and efficient industries, and the provision of adequate safeguards against destructive dumping, are essential to a healthy, expanding Canadian economy".

The Minister said it was his view that "government policy in respect of tariffs and related customs matters should be designed to meet the legitimate needs of Canadian industry, to protect our producers and workmen against certain unfair trading practices, and to promote the diversification and balanced development of the Canadian economy".

In all tariff negotiations we have adopted a selective approach, he explained, and have made it clear that we were not prepared to consider across-the-board reductions in tariffs without regard to the impact on individual Canadian producers.

About the deficit on international current account, he said such deficits may be appropriate when the capacity of the economy is strained, but are unnecessary and undesirable when there are unused resources readily available.

"We need to stimulate our economy through the expansion of exports and by developing domestic efficiency so that our own producers can successfully meet competition from abroad."

He said that Canadian manufacturers had assured him that under the new stable exchange rate they would be producing products hitherto imported, and that they were planning their purchases in order to buy in Canada many components which it is now cheaper to produce in Canada.

Current Economic Situation

In recent years Canada has experienced better economic growth than either Great Britain or the United States, Mr. Fleming said. "From 1957 to the end of 1961 we had greater increases than either of those countries in industrial production, exports and employment, and our prices increased less."

Employment has increased substantially, and in contrast to 1960, when all of the gain in employment took place in the service industries, much of the increase over the past year occurred in manufacturing. Most of the increase was in male employment, whereas earlier, women had accounted for almost all the growth.

Concluding, the Minister of Finance said it was important that the Government follow a policy that will promote sound economic progress. "It is no less important that management and labour should co-operate in attaining increasing efficiency in pursuit of the objectives of growth and prosperity."

H. George De Young

"We are so used to excusing ourselves by pointing to small runs that we have not really moved to correct this [problem]. We have spent so much time talking about the competition's advantage that we have not looked at ours enough.

"A large segment of Canadian industry can compete now—a larger segment can become competitive," said H. George De Young, Chairman of the National Productivity Council, in an address entitled "Can We Meet the Test of the Marketplace?"

Most countries who are competing with Canada are not industrializing on the strength of their home market. They are doing it on the strength of export markets, he pointed out.

As an example, he mentioned that the Japanese cutlery industry has a capacity of about 24 million dozen pieces annually but the market for cutlery in Japan is 3 million dozen pieces. Exports account for more than 20 million dozen pieces a year.

"We need more companies and groups of companies who attack the problem of world competition on a world basis," Mr. De Young said.

Primary industries will not absorb our growing labour force. Nor will the service industry or government, unless the economy grows. It is the manufacturing industry that must employ the growing labour force.

Seven to ten per cent of Canadian industry is meeting the criteria of the price in the market. Our target should be 20 or 30 per cent of our industry in the optimum class, of the right size.

"Let's take an example of the stove, refrigerator and washing machine industries, where a market for about 280,000 units of each exists in Canada—and about 20 manufacturers are importing parts or the entire unit. Why not an optimum sized plant to meet the market and export too? Why not have 20 marketing companies drawing from one or two sources? Can American-owned competing subsidiaries adjust to the needs of Canada under new conditions?"

People would like a magic formula for wage settlements, and hope that a productivity formula will be it. "Perhaps it might be, if we could agree on the formula... I have had little hope of finding a magic productivity formula."

A good productivity measure can indicate that something needs to be done, and how much, to insure continued success in passing the final test, meeting the price in the market place. To be useful, a Canadian productivity measure "must come from an accepted unbiased source using factors agreed upon by management, labour and government."

Canadian plants can be built under the concept of export as a basis of enlarging the market. This should be in co-operation with Canadian plants having equipment already in place so as to avoid duplication. I am convinced that it is the way to succeed in Canada in the future . . .

"This sort of co-operation is discouraged in Canada, if not because it's illegal, because of the fear that it might be. This fear is very real and more effective than the law. A clear delineation of the rules under which Canada is to fight in the competitive game is absolutely necessary. We must know whether we are to continue to fight each other while we point with shame at our statistics, or will we form a team and compete for the market under rules which give us a chance to win.

The Canadian Labour Congress, Mr. De Young told the meeting, has come out definitely for change in laws on combines.

Remedies have been suggested for our industries. Some of them are: planning at a government level, labour-management communications like those in the European Common Market. "I cannot imagine taking the Common Market countries' solutions directly to Canada. We are spread across great distances and are not a series of compact units.

"We do not have a unified employers' club, nor a unified labour club. We do not even have unity in individual unions.

"We do not have a long history of a government interested in manufacturing industry as a major economic support."

At the Kingston conference of management and labour, labour indicated that they expect management to sit down with a unified voice and discuss the new conditions and work for solutions. "Well, managers and employers, who will speak for you?"

We have in common with labour and the Government the goals of achieving economic growth, maintaining price stability, establishment of optimum sized industry, establishment of communications and co-operation, so as to compete in world and domestic markets under liberalized conditions, Mr. De Young said.

In the establishment of communications we, as managers, must get on discussing terms with each other and with the representatives of labour. This cannot be delegated. We should include labour representatives in the many conferences held in Canada now exclusively for management. Someday we must study economics from the same book. If you wish to set the national economic climate for negotiations it must be done through regular communications by top people. It will not be done by rugged individuals or their personnel men at 1,000 separate wage negotiations.

We must develop two new types of senior leaders, Mr. De Young thought. The two: management men and labour men who can discuss and build together. "We have plenty in both ranks who can fight each other. Let's get some who can fight together."

John de M. Marler, Q.C.

John de M. Marler, Q.C., Chairman of the Board of Governors of the Canadian Tax Foundation, examined the nature and weight of taxation in Canada and the need for basic changes "if we are to achieve a satisfactory rate of economic progress and development."

The weighty Canadian tax structure is said to inhibit growth by reducing savings, by discouraging risk and by blotting out incentive. It has been said to also cause all current economic difficulties, including unemployment, idle plant capacity and lower productivity.

And it has been said that high rates of income tax prevent the accumulation in private hands of even modest wealth and therefore deprive Canadians of most of the opportunity they should have of investing in the growth and development of their country.

In connection with calls for general reform of the tax structure, certain observations must be made, Mr. Marler said. First, charges of excessive taxes fail to take into account the benefits derived by the people from the Government's spending of the money yielded by those taxes. Second, the fact that any tax system is nothing more than the means of raising the money required for the type of government wanted by the people is often overlooked.

"It seems to me that it will be exceedingly difficult, if not impossible, to lighten the total tax burden," he said. But the total tax burden can be redistributed in such a way that it will no longer deter productivity, investment and consumption, and extinguish the rewards of effort.

He then explained two methods of redistributing the tax burden: the tax incentive approach and the broader tax base approach.

Two forms of tax incentive are: (1) the investment reserve allowance, which permits the taxpayer to set aside a percentage of income in an investment reserve, the whole of which is deductible in determining taxable income; and (2) the depreciation investment allowance, which permits a taxpayer to deduct through depreciation an amount in excess of the cost of the depreciable capital asset.

The tax incentive approach can be criticized because, in the beginning at least, it increases the tax burden on all who cannot qualify for the incentive relief.

The broader tax base approach seeks major increases in the tax base in order to permit reduction of tax rates without diminishing the total yield of the tax. The granting of exemptions and deductions under the Canadian income tax has greatly narrowed the tax base. To broaden the Canadian tax base would mean cancellation of most of the exemptions and deductions; this would be politically difficult.

But application of the broader tax base approach to the sales tax might not be so controversial. One obvious way of broadening the base would be to revise the list of non-taxable articles in order to recapture most of them for taxing. Another way would be to extend it to services.

Mr. Marler said he preferred the broader tax base approach to tax reform.

He was convinced of two things: (1) it is an exceedingly difficult task to reform a tax system, and (2) there is a wealth of material available for any study of taxes and tax reform. It was his hope that such a study would be undertaken for the governments of the country by the most intelligent and skilled professional experts that can be found.

J. A. Fuller

In time of war, business, government and labour joined together and accomplished their objectives with zeal, fervour and faith, but today this faith in our system seems to have withered. "Today, in North America, business, government and labour are at odds when all should be working together to keep our countries strong and prosperous," said J. A. Fuller, Chairman of the Shawinigan Water and Power Company.

The "image" of the competitive free enterprise system is poor, he said. The public does not fully understand the workings and advantages of the free enterprise system.

Discussing some of the problems facing the free enterprise system, he said the foremost problem was to do its part in working with government and labour to produce the optimum benefits for the economy.

"Whether we like it or not, government is a partner, and the interests of management and labour are mutual, even if they rarely appear to be so on the surface."

The radical changes in the trading positions of both Canada and the United States arising out of the establishment of the European Common Market would inevitably force greater co-operation between business, government and labour, he thought.

Public Relations Conference

At the public relations conference of the CMA annual meeting, speaking on "The Producer and Private Enterprise," Leonard Hynes, President of Canadian Industries Limited, Montreal, observed: "To a large extent, the old battle-cry of "private enterprise versus state control" is no longer relevant. We live today in what is called a mixed society, a blend of private enterprise and state direction, participation and control.

"We are vitally concerned with the mix, however. Government today is expected to be the promoter of national aspirations—commercial as well as cultural—and to perpetuate the climate in which such aspirations thrive."

Frederick G. Gardiner, Q.C., former Chairman of Metropolitan Toronto, dealing with "Government and Private Enterprise," said that economic events on this continent during the past 29 years had proved that the planning of government and its undertaking to manage the national economy had not resulted in full employment, except for a few years of war.

"It would now appear that the Keynesian theories were wrong in the first place and that redistribution of income by taking it from the 'haves' and giving it to the 'have nots' has not solved our problems. We have made the fatal mistake of believing that spreading the wealth is the same thing as creating wealth."

He said that it was at last obvious that wages of workers, the prosperity of industry, and the economic growth of the country are all related to the amount of capital invested for the purpose of modernizing and extending plants, machines and techniques of production. The only source of capital is the profits of successful enterprises, and persistent unemployment is "evidence of the steady erosion of the attractiveness of investment," Mr. Gardiner asserted.

"A continuation of the cold war, the establishment of the European Common Market, the probable entry of the U.K. into the European Common Market and the U.S. tariff changes will have an enormous impact on Canada's future. In this aspect of the situation, business, labour and government—all have an important role to play," he stated.

Dr. William H. Peterson, Associate Professor of Economics, Graduate School of Business Administration, New York University, spoke on the topic, "Why Apologize for Enterprise?"

"My thesis is simple: no entrepreneurs, no progress; and no business growth—especially no corporate growth—then no economic growth," he said.

Capital formation is virtually the sole determinant of economic growth and hence of the national welfare. "Thus, greater capital equals greater wages and job opportunities."

"The critical shortage in the underdeveloped world is not of planners and bureaucrats—it is short of businessmen, entrepreneurs, and homegrown capitalists."

He concluded his address by saying that the businessman's job was a thankless one, and that perhaps some day he would be given recognition by the observance of a Business Day in the way that Labour Day is now celebrated.

Taxation Conference

Speaking on "Lessons from European Taxation" at the taxation conference, John G. McDonald, Q.C., of McDonald, Davies & Ward, Toronto, first observed that taxation is only one factor in economic policy, and "that a revival of Canadian expansion and growth cannot be achieved simply by saying 'open sesame' with tax changes."

Canadian income taxes undoubtedly have an inflationary effect on product prices, he said, and a selective reduction of tax rates would probably stimulate business.

Favourable tax laws as an incentive to the manufacturing industry have long been recognized in several European Countries, Mr. McDonald pointed out, in reviewing taxation policies of various countries. Countries offering such tax incentives "not only want expanding employment opportunity—they want to increase skilled occupations to build their prosperity."

Stating that our unemployment problem can be solved only by conscious stimulation of secondary industry, Mr. McDonald suggested such tax reforms as: reduced tax rates for export profits; generous allowances for plant construction or modernization; tax exemption of manufacturing dividends and interest; and permanent tax reduction for increased sales, using 1961-62 as a base year. The Government was providing some alleviation, but this was not enough, he said.

The federal Government's main concern should be to promote manufacturing in Canada, to "make manufacturing in Canada pay more than manufacturing behind the EEC tariff wall, and make Canada a tax shelter to match the best in Europe," the speaker contended. In conclusion, he stated: "It seems clear, however, that a Canadian

manufacturer can arrange, under current law, to produce and sell his product in Europe at an over-all tax cost much below the Canadian equivalent."

"Taxes—a Trick or a Treat?" was the topic of an address by Trevor F. Moore, Vice-President and Director, Imperial Oil Limited, Toronto. He stated that a brief comparison of European and Canadian corporation tax policies "is rather dangerous because of the variety of qualifications that arise." For example, some European countries levy tax on "increased net worth" rather than "net income."

Most of the specially developed European tax policies are obviously designed to serve some particular objective, said Mr. Moore, also pointing out that European countries place greater reliance than we do on the turnover or consumption type of tax.

Industrial Fatalities in Canada during the First Quarter of 1962

Deaths from industrial accidents numbered 174 during first quarter of 1962, a decrease of 100 from previous quarter and of 76 from same quarter of 1961

There were 174* industrial fatalities in Canada during the first quarter of 1962, according to the latest reports received by the Department of Labour. This is a decrease of 100 from the previous quarter, in which 274 were recorded, including 39 in a supplementary list. In the first quarter of the previous year, 250 fatalities were recorded.

During the quarter under review, one accident resulted in the deaths of three or more persons. On January 16, eight employees of a pipeline company died in the explosion of a line that was being purged by a test crew. This accident occurred 45 miles north of Edson, Alta.

Grouped by industries (see chart page 825), the largest number of fatalities occurred in mining and manufacturing, each accounting for 31.

In the mining industry, of the 31 fatalities recorded, 20 were in metal mining, 6 in non-metallic mineral mining and 5 in coal mining. For the same period of the previous year, 26 fatalities were recorded: 18 in metal mining, 6 in non-metallic mineral mining and 2 in coal mining. During the 1961 fourth quarter, 33 fatalities were listed: 19 in metal mining, 8 in non-metallic mineral mining and 6 in coal mining.

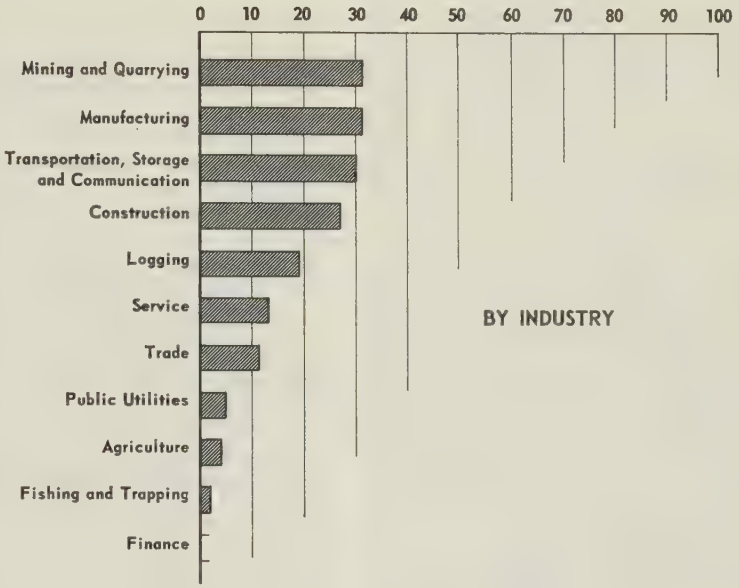
In the manufacturing industry, 31 fatalities also were reported: 9 of those were in wood products, 4 in iron and steel products, 4 in transportation equipment, 3 in food and beverages and 3 in textile products. During the first quarter of 1961, 36 fatalities were recorded: 8 in wood products, 8 in iron and steel products, 5 in non-ferrous metal products, 3 in food and beverages, 3 in transportation equipment and 3 likewise in non-metallic mineral products. During the fourth quarter of 1961, 41 employees lost their lives in the manufacturing industry. Eleven died in wood products manufacturing, 5 in food products, 5 in iron and steel products, 5 in transportation equipment, 4 in paper products, 3 in non-metallic mineral products and 3 in miscellaneous manufacturing industries.

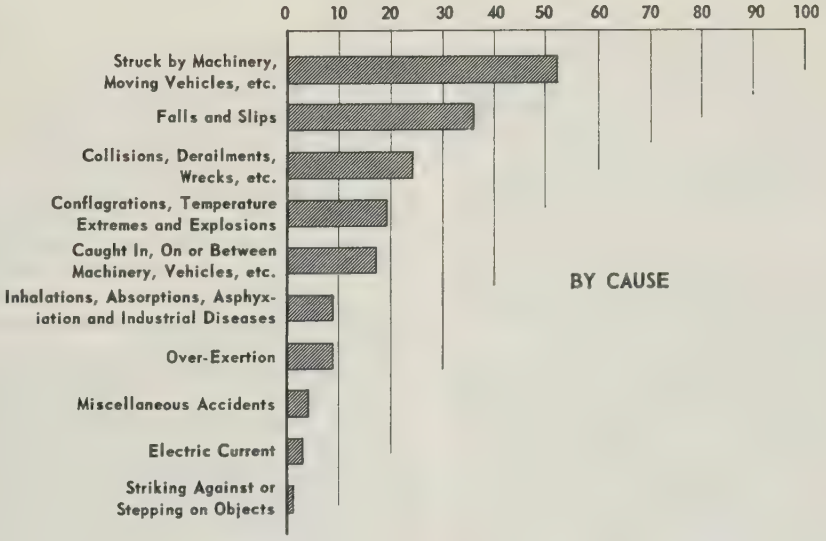
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

* *See* Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the first quarter of 1962 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 35 fatalities for which no reports have been received.

INDUSTRIAL FATALITIES IN CANADA
First quarter of 1962





SOURCE: ECONOMICS AND RESEARCH BRANCH, DEPARTMENT OF LABOUR.

There were 30 fatalities in the transportation, storage and communications industry during the quarter: 15 of these were in local and highway transportation, 11 in railway transportation, 3 in water transportation and 1 in air transportation. Fatalities recorded for the same period in 1961 numbered 40, of which 19 were in local and highway transportation, 9 in water transportation, 8 in railway transportation, 3 in telegraphs and telephones and 1 in street and electric railways. During the last quarter of the previous year, 41 persons were killed in this industry: 16 in railway transportation, 11 in local and highway transportation, 8 in water transportation, 3 in air transportation, 2 in storage and 1 in telegraphs and telephones.

In the construction industry, 27 persons lost their lives during the quarter. Of these, 10 were in buildings and structures, 4 in highways and bridges and 13 in miscellaneous construction. For the same period of the previous year, 35 fatalities were reported: 25 in buildings and structures, 5 in highways and bridges and 5 in miscellaneous construction. Accidents during the fourth quarter of 1961 resulted in 62 deaths: 22 in buildings and structures, 15 in highways and bridges and 25 in miscellaneous construction.

The 19 fatalities in logging during the quarter represented a substantial decrease in comparison with the 34 fatalities recorded during the same period of the previous year and the 27 fatalities reported in the last quarter of 1961.

An analysis of the 174 fatalities during the first quarter of 1962 (see chart page 000) shows that 52 (30 per cent) were caused by being "struck by" different objects: 41 were in the category "other objects," 7 were caused by "moving vehicles" and 4 were the result of being struck by "tools, machinery, cranes, etc." Thirty-six fatalities were caused by "falls and slips," all but 3 of these by falls to different levels.

Twenty-four fatalities were under the heading "collisions, derailments, wrecks, etc."; 16 involved automobiles and trucks, 4 involved tractors and loadmobiles, 3 involved aircraft and 1 involved mine and quarry cars. Seventeen fatalities were caused by being "caught in, on or between." Of these, 5 involved tractors and loadmobiles, 4 involved machinery, 4 involved hoisting or conveying apparatus, 2 involved automobiles and trucks, 1 involved trains and other railway vehicles and 1 involved miscellaneous objects.

By province of occurrence, the largest number of fatalities, 67, occurred in Ontario. This was followed by British Columbia with 32 fatalities, Alberta with 29 and Quebec with 15.

During the quarter under review, there were 76 fatalities in January, 46 in February and 52 in March.

British Conference Delves Into Automation, Computation

The rapid development of automation and computation, both closely related technologies, will have a wide impact on technical, economic and social aspects of life in Britain. It will also lead to big changes in the occupational structure of the labour force.

These forecasts are made in a memorandum by the British Conference on Automation and Computation to a Government committee on higher education.

The BCAC is a newly created body concerned with all aspects of automation. British trade unions are represented on it by the Trades Union Congress, which is taking an active part in this research and is stressing the importance of gearing education to these modern trends.

"The impact of these developments will be increasingly felt in every corner of industrial, commercial and social life," stated the Conference, adding the warning that "the future of industrially developed nations will depend much on their readiness and ability to exploit the new techniques which are becoming available."

The memorandum gave details on some of the demands that the development of automation will bring in its wake. It pointed out the shortage of advanced technicians required to maintain complex computer and automation equipment, and recommended the "block release" system to provide the necessary training.

This system combines practical instruction in the plant with an annual "block" period of theoretical education at a technical college. This release system contrasts with the more common one of one day a week at school and the remainder of the week at the plant.

The memorandum stressed the shifts in the labour force due to automation "The proportion of less-skilled manual and white-collar tasks will be greatly reduced while the proportion of professional and of highly skilled maintenance tasks will rise."

International Activities in Rehabilitation

U.N. provides technical assistance, supplies information, assists in training of rehabilitation personnel, and co-operates in programs of other world bodies ILO sends experts, grants scholarships, supplies equipment, helps with training

A recent issue of the *International Rehabilitation Review* highlights the many activities of international bodies that are interested in the problems of the disabled and are actively supporting efforts to extend rehabilitation services to all countries.

The United Nations encourages the development of services for the disabled through the provision of technical assistance to governments when requested, assists in arranging conferences and seminars and gives aid in training of rehabilitation personnel. The United Nations also publishes information on rehabilitation and carries out studies from time to time into various problems and aspects of providing adequate services for the handicapped.

At the present time, a study into "the Legislative and Administrative Aspects of Rehabilitation Programs in Selected Countries" has just been carried out. Canada is one of the countries participating in this study.

The United Nations program conforms to the precepts laid out in the 1950 resolution of the Economic and Social Council that says "plan jointly with the specialized agencies, in consultation with the interested non-governmental organizations, a well co-ordinated programme for the rehabilitation of physically handicapped persons."

The United Nations has assisted with many programs that have also been aided by the World Health Organization (WHO), the International Labour Organization (ILO) and the United Nations Children's Fund (UNICEF). The United Nations co-operates also with the International Society for the Rehabilitation of the Disabled.

Twenty-seven non-governmental organizations have come together in the Conference of World Organizations Interested in the Handicapped (CWOIH). This group joins with the United Nations in planning programs for the disabled.

ILO Activities in Rehabilitation—The International Labour Organization and the International Society for the Rehabilitation of the Disabled co-operated closely in encouraging the development of services for the disabled throughout the world. During recent years the ILO has given assistance to 23 countries in this respect.

The ILO assists by sending experts to advise on the establishment and development of services, grants scholarships or fellowships to permit rehabilitation personnel to study in other countries, supplies equipment and helps with training courses and seminars.

During 1960 and 1961, ILO experts were supplied to a number of countries to advise on the development of rehabilitation services. Argentine received such assistance in setting up a national vocational rehabilitation program and a pilot vocational rehabilitation centre. Ethiopia received assistance in investigating problems of blindness and other disabilities, and advice on ways of developing rehabilitation, training, placement and other facilities.

In Pakistan also, an ILO expert was provided to help in developing rehabilitation services, and in Portugal, another pilot project was established and assistance given in developing rehabilitation services for the blind. Experts were also provided to Vietnam and Thailand for similar purposes.

During this same period, fellowships were awarded to personnel from the following countries: Brazil, Ceylon, Greece, Indonesia, Philippines, Poland, Tunisia and Yugoslavia. These people are thus enabled to travel to other countries to study and observe rehabilitation programs. Countries to which they go include: United States and Canada, United Kingdom, Germany, Sweden, Poland, Norway and the Federal Republic of Germany.

Forty Years Service to the Disabled. The International Society for Rehabilitation of the Disabled in 1961 celebrated the 40th anniversary of its founding. Originally known as the International Society for Crippled Children, it has twice changed its name. In 1939 it became known as The International Society for the Welfare of Cripples, but in 1960 adopted its present name as a reflection of the broadening of its interests and of a more dynamic approach to the problems of disabled individuals.

Aging and the Economy

Impact of aging on the economy examined in detail at University of Michigan's 15th Annual Conference on Aging. Participants included delegates from Canada

The impact of aging on the economy was examined in considerable detail at the University of Michigan's 15th Annual Conference on Aging, at Ann Arbor, Mich., last month. Delegates attended from all parts of the United States including Hawaii, and from Canada.

The conference was designed to: achieve understanding of the relationship of national income and wealth to the capacity to support an expanding older population; examine the work rules of older people in the light of the rising population, national security, and trends in productivity; evaluate current methods and adequacy of supporting the retired population and to consider probable and desirable trends; study expenditure patterns and needs of older people in relation to varying circumstances and styles of life.

Among the topics discussed were retraining and counselling of mature workers, the impact of pension plans, rehabilitation of disabled workers, industrial and business practices, community planning and programs, collective bargaining and several other related subjects.

Many questions of interest to Canadians were brought up, such as:

—To what extent is the cost of living less for older persons than for younger ones?

—Should retirement income equal about three-quarters of pre-retirement income to be reasonable?

—Should older people have income enough to live independently or (a) should relatives provide for them, or (b) should relatives be required to provide for them?

—Should employment be encouraged to augment pension income?

Speaking on the subject, "Projections in Employment of Middle-Aged and Older Workers," Dr. Margaret S. Gordon, of the University of California, stressed the need for employers and community agencies to place more emphasis on continuing education and retraining. She pointed out that older workers could often be retrained for service occupations when they could not qualify for programs aimed at preparing displaced workers for skilled jobs.

Charles R. Sligh, Jr., Executive Vice-President of the National Association of Manufacturers, warned against putting an excess burden on an economy by increasing taxes to support a large public assistance program. He suggested that a national policy should preclude the imposition of programs for the supposed benefit of the aged that had such burdensome costs that they prevented citizens from providing for their own old age. Instead he endorsed private solutions such as pension plans.

Rev. Paul P. Harbrecht, S.J., Project Director, The Twentieth Century Fund, Washington, D.C., speaking on the economic power of pension funds, suggested that a proportion of the capital created by pension funds be used for the benefit of the aging through such means as housing projects and institutions.

From retirement data and discussion on the subject it appeared that definite plans for retirement were closely associated with education, occupation, and race. Those with college educations often planned earlier retirement than those who had not completed high school. Farmers reported significantly fewer plans to retire than did others. This lack of retirement plans may stem from farmers' self-employed status, their general exclusion from compulsory retirement programs, and their irregular hours of work.

A survey had shown that those with plans to retire were much more likely to state that they would be able to get along financially during the retirement years than those who said that they were uncertain or would never retire. Four out of five of those who planned to retire before age 65 expected to be able to get along financially during retirement. Those who planned to retire between ages 65 and 70 were only slightly less optimistic. Among those who did not plan to retire or were uncertain about it, only 56 per cent thought they would be able to manage financially.

Although the data concerning retirement plans was taken from surveys made in the United States, it is quite probable that similar attitudes prevail in Canada.

Many delegates favoured the idea of encouraging people to work either full time or part time beyond normal retirement ages. Apart from the necessity in many cases of augmenting insufficient retirement income, continued activity was often conducive to mental and physical health, it was argued. At the same time the right of the individual to retire at an age he considered suitable was upheld.

Day Care for Children of Working Mothers

International Children's Centre submits to United Nations Commission on the Status of Women its recommendations concerning day nurseries. They deal with staff, licensing, enrolment, health care and accident prevention

A report on creches and day nurseries from the International Children's Centre was among the documents submitted this year to the United Nations Commission on the Status of Women. The Centre is maintained by the Government of France in co-operation with UNICEF to train persons from various agencies and geographical regions in the varied aspects of child care.

The report includes the findings of a seminar held in Paris under the auspices of the Centre in December 1960. Present were people from various disciplines concerned with child care: doctors, social workers, psychologists and educators. They had come from 25 countries in North and South America, Europe, Africa and the Middle East. A summary of their main conclusions follows.

Definition—The agreed definition of a creche or day nursery was "an establishment set up for the purpose of taking care of healthy children of less than three years of age while their mothers are at work."

A child should not be entrusted to creche control until it is at least three months old; the mother herself should care for her child at this early age and receive an allowance to compensate her for loss of earnings. Day care in kindergartens should be available for children after the age of three.

Staff—The staff of a creche should include a supervisor who is a specialist in child care, a nurse, at least one assistant for every five children who cannot walk, and one assistant for every eight older children. A pediatrician should be attached to the creche and a psychologist available for consultation. A cook, a cleaning woman, a laundress and a janitor are required for essential services.

The training program for the assistants should include theoretical instruction in child care, child psychology and practical work with children. Regular discussions with the supervisor should be a part of continuing education for the assistants.

Licensing—Minimum standards with respect to physical aspects of the premises, number and qualifications of staff, and medical examination of the children should be prescribed by law. Creches must be licensed and be under the supervision of the health authorities.

Enrolment—Before a child is admitted, the home is visited by the creche nurse. The creche pediatrician is required to give each child a medical examination and any necessary inoculations.

Health care and accident prevention—Each day on their arrival at the creche the nurse is required to examine the children to see if they are in good health. To cope with slight ailments the creche should have one or two isolation rooms available. The mother should not be forced either to stop work in unexpected and inconvenient circumstances or to send her child to a hospital for a slight and passing complaint.

"Taking a calculated risk, within limits, is part of the intellectual and emotional development of every normal child. The fear of accidents should not develop into a fear psychosis."

Accident prevention should take three forms: (1) Adaptation of equipment and premises to eliminate accident risks. (2) Education of the staff, and detection of undiscovered pathological conditions in the children. (3) Education of the children.

Broad aims—The creche should be more than a temporary shelter for the child. It should provide the most favourable conditions for his progress, physically, intellectually and emotionally. The child should not suffer because of his mother's absence.

The creche has an educational function in relation to the child's parents. For example, parents' committees have been formed to organize social and educational evenings. Sometimes staff of the creche have sponsored showings of films on child care and development, followed by discussion periods.

Such meetings have been found a useful means of giving parents a better understanding of the role of the creche. They have also fostered co-operation between parents and the staff. They have helped to establish continuity in attitudes as between the family and the creche toward such problems as feeding, toilet training and display of emotions, and have enabled parents to rid themselves of feelings of guilt and to adopt a more relaxed attitude once they found that they had the same problems as many other families.

INTERNATIONAL LABOUR ORGANIZATION

46th International Labour Conference

Head of Canadian delegation and Canadian Worker Delegate address Conference during debate on ILO Director-General's Report. Two of twenty resolutions on matters not on agenda are submitted by Canadian delegates. Session continues

The 46th Session of the International Labour Conference opened in Geneva on June 6, with about 360 delegates and 630 advisers in attendance, representing 92 of the 102 member countries of the ILO. Five countries were represented by observer delegations, and one by an observer. The Conference was expected to last until June 28.

John Lynch, Irish Minister for Industry and Commerce, was elected President of the Conference.

The head of the Canadian delegation and the Canadian Worker Delegate have spoken in the debate on the ILO Director-General's report, the first item on the agenda. (For the composition of the Canadian delegation and the agenda of the Conference, see L.G., June, p. 650.)

George V. Haythorne

There has been too great a tendency to consider the problems of older workers as separate and distinct from "larger issues facing us in the employment and manpower field," said George V. Haythorne, Deputy Minister of Labour, who is head of the Canadian delegation and Government Delegate. Speaking in the debate on the Director-General's report, he suggested that the concerns of older workers should rather be treated as "a continuous series of problems facing us throughout life".

The "winds of change," he admitted, cause more serious disturbance in the lives of older people than in those of the young. He went on to speak of the need for employers, unions and governments to keep a watch over the industrial changes that are continually taking place. This would "provide advance warnings of those shifts which are bound to have repercussions in industrial organizations for members of their work force."

He said that the responsibility for making such assessments rested with the employers, but that the support and co-operation of the unions was also essential, and that governments had an important part to play.

Practical programs for dealing with the effects of technological change on employment included training and retraining, vocational rehabilitation, and measures to improve labour mobility. Here again the main responsibility for action rested with industry, particularly the employers, though the active support of the workers was needed and governments must provide efficient employment placement services and do their part in developing and co-ordinating training and rehabilitation programs.

"What is needed is a positive attack on the problem of training for older, as well as younger, workers," Mr. Haythorne said.

Dealing particularly with older workers, he said that there were three fields in which research and action were needed in Canada. The first was the removal or reduction of disabilities facing older workers, the second the performance of older workers compared with younger workers, and the third the encouragement of creative types of employment for our senior citizens.

The first two of these were of especial concern to those older workers who were still some years away from retirement. The third was of concern to both, but especially to those who had already retired or were about to do so.

Regarding performance at work, studies made in a number of countries, Mr. Haythorne said, had clearly shown that older workers compared favourably with younger ones. As more evidence of this accumulated the attitudes of employers would change, "and, what is even more important, attitudes of older workers toward their own abilities and limitations will change."

Creative employment for older workers, the Deputy Minister said, was closely connected with the question of retirement. In Canada, the attitude toward retirement had of late years become more flexible. "The

earlier concept of a fixed and arbitrary date for retirement is giving way to a recognition that workers, after they reach a specified age, usually in their sixties, should be entitled either to retire and draw a pension that will provide financial security, or to continue to work if this fits in appropriately with the total needs of the establishment and their capabilities."

Another matter of importance to older workers was that of industrial pension arrangements, and improvements were being made in those arrangements that were helping to remove financial worries after retirement.

The ILO could do much to further the kind of activities he had been talking about, Mr. Haythorne said, by giving encouragement and by facilitating the exchange of information between member countries.

Joseph Morris

"I submit to you that the most effective answer we can find to the employment problem of the older worker is an economy of full employment," said Joseph Morris, Canadian Worker Delegate, during the debate on the Director-General's report.

High unemployment means trouble for the older worker in finding a job; on the other hand, when the demand for labour is good "the older worker is as much in demand on the labour market as any other worker," Mr. Morris pointed out.

He agreed with the remark of the Director-General in the section of his report on "Age of Retirement and Pensionable Age," that "ideally, perhaps, the pensionable age should be fixed individually in each case..."

But he disagreed with the qualification which followed that "this is hardly possible—at least today—under a general social insurance scheme."

He contended that it was "essential that the retirement age should be fixed individually in each case," adding that "we must bend our efforts to develop a yardstick more realistic than what the calendar provides."

The Canadian Worker Delegate insisted on the need for adequate pensions, and said that in Canada many workers still do not enjoy the protection of a pension plan, while in other cases the pension is insufficient.

A great deal of research and experiment would be required before positive solutions would be found to the problems of retired people, he said. He suggested that the ILO could play a decisive role in this matter, "as well as in the fulfilment of its traditional task, that of bringing up to date the standards which it has adopted in previous years as well as formulating new ones."

Earlier in his address, Mr. Morris, referring to the Director-General's statement that "full, productive and freely chosen employment" should be a prime objective, had said that the workers of Canada considered this "a first priority in our continuous efforts to bring about a better life for the people of Canada."

The work of the ILO in promoting freedom of association and the abolition of forced labour should be strengthened, Mr. Morris said. In spite of the valuable work done by the Committee on Freedom of Association of the Governing Body of the ILO, that work suffered at times from undue delays and from lack of publicity. "Some of the complaints take many years to process and by the time the Committee reaches a decision on them they are often of little practical significance," he remarked.

As a step toward eliminating these weaknesses, the Canadian delegation was submitting a resolution concerning extension of the procedure of the Committee on Freedom of Association. "This resolution would give the Committee authority to conduct on-the-spot investigations whenever it is unable to reach a decision on the basis of written and oral evidence submitted during its sessions in Geneva. When adopted and implemented, this resolution should help to strengthen the machinery which the ILO has been developing in the field of human rights and trade union freedoms," Mr. Morris said.

He commended the ILO for the progress it had made during the past year in expanding its program of operational activities. Full support for the work of the ILO in regard to co-operatives was expressed by Mr. Morris. He suggested that Canadian experience in National Labour Co-operative Committee might be useful to many other countries.

Canadian Resolutions

Among the 20 draft resolutions concerning matters not on the agenda, two were submitted by Canadian delegates, one by George V. Haythorne, Government Delegate, and one by Joseph Morris, Worker Delegate.

The resolution submitted by Mr. Haythorne concerned the strengthening of research in the labour field. It invited the Governing Body to consider the need for reallocating and strengthening its research resources, and requested member states to strengthen their own research in the labour field, to co-operate readily with the ILO in supplying information in connection with approved studies, to allow field mis-

sions of the ILO to make investigations on the spot, and to encourage the free exchange of information on labour matters.

It also urged member states and employers' and workers' organizations to encourage universities and other institutions to extend their activities in training suitable students in labour economics and related fields of social science, through scholarships and research grants and in other ways.

The resolution submitted by Mr. Morris invited the Governing Body to consider an extension of the established procedure concerning the Committee on Freedom of Association that would allow the Committee, in cases where it believed that a complaint had been substantiated but that more evidence was required, to ask a government to invite the Committee's representatives to make an investigation on the spot.

Director-General's Report

"Much of the ILO's work in the course of 1961, as in recent years, has been directed toward social and economic development needs and the implications of technical progress".

With these words David A. Morse, Director-General of the International Labour Office, introduces the second part of his Report to the 46th Session of the International Labour Conference. Part I of the Report concerns "Older People—Work and Retirement" (L.G., June, p. 636). The Report is the first item on the agenda.

In the second part of his Report, the Director-General reviews current ILO activities. He examines the work done to ensure continued improvement in living and working conditions, and devotes the final section of his Report to the ILO's efforts to strengthen institutional arrangements for social progress. These efforts bear notably on labour-management relations, labour administration and workers' education, and include the activities of the International Institute for Labour Studies.

The Report stresses the continued expansion of the Organization's technical co-operation activities. The ILO provides technical assistance under four programs: the United Nations Expanded Program of Technical Assistance, the United Nations Special Fund, the ILO's Regular Budget Program, and Funds in Trust.

The Expanded Program still encompasses the greatest number of projects in the widest geographical area. During 1961-62, the ILO will spend an estimated $8.2 million on field projects in some 79 countries under this program. In 1961 alone total net expenditure exceeded $3.5 million.

The number of expert assignments carried out in 1961 under the various technical co-operation programs was 386, of which 272 related to Expanded Program projects. Up to September 1961, the recruitment area had covered 58 countries and almost 18 per cent of the experts had been provided by communities that were themselves in the process of development.

In addition, 543 fellowship awards, including study grants for seminars and worker trainees, were made in 1961.

Regarding the program under which skilled workmen are given an opportunity to improve their proficiency by periods of work in factories abroad, the Report notes that 1,883 trainees have taken advantage of this scheme since 1952.

The operational activities undertaken under the United Nations Special Fund have also increased. The number of Special Fund projects for which the ILO has been named executing agency rose from 20 in May 1961 to 31 in January 1962. These projects, the duration of which varies from three to five years, are mainly concerned with the establishment and running of training institutes.

Employment and Manpower

The Report notes that the ILO is concerning itself to an increasing degree with employment and unemployment problems.

Although the ILO's main activities in the employment field have been directed to the particularly urgent problems of developing countries, continued attention has also been paid to questions of a more general nature. The study of the changes in the employment structure brought about by economic and technical progress has been pursued, with particular reference to measures producing other employment for workers affected by the decline of certain sectors of the economy as a result of technical innovations or new forms of competition.

The activities of the ILO in the field of manpower planning and organization have undergone major changes during the past year. The widespread interest now being focussed on human resources as a factor in economic development has made more apparent than ever the need for comprehensive and long-range manpower planning in relation to economic and social development. To meet this need, the organizations of the United Nations family have established closer co-ordinating arrangements during the past year for their manpower activities. The ILO has been designated as the pivot of these arrangements.

TEAMWORK in INDUSTRY

Hospital Administrator John McIntyre declared recently that Winnipeg's Municipal Hospitals—The King George, the King Edward Memorial and the Princess Elizabeth—have derived more benefit from their Labour-Management Co-operative Committee than from their all-management committee.

"Our operation is spread through 10 buildings, some of them widely scattered," he explained. "Formerly we were merely little units competing separately for efficiency. The LMCC has been a good medium for pulling us together and co-ordinating our efforts. We always managed to cope with the major, obvious problems," he added, "but it's the little ones that seethe and irritate and ruin relations. It took our committee to bring them out in the open."

Mr. McIntyre indicated that it was not easy to get a labour-management committee running smoothly. "Our employees are not as strongly vocal as people in industry," he said. "They need encouragement to get on their feet and speak their minds, particularly in the beginning. Today, employee members of our LMCC pick management's brains as often as we pick theirs."

Device workshop technician John Tettero, an employee of Winnipeg Municipal Hospitals, thinks all business and service enterprises of any size in Canada should set up labour-management committees. "Speaking from the union standpoint," he said, "I think it is preferable to talk and reason something out than just get NO! written across a piece of paper."

Mr. Tettero also insists that any reasonably intelligent person will accept a reasonable answer. Friendly discussion promotes understanding, he believes, and understanding leads to teamwork and accomplishment. Even if the occasional meeting attains no material gain, employers will at least be making it possible for the employees' elected representatives to feel they are a necessary part of the organization. "Employers should never underestimate the importance of this sense of participation in the mind of the worker," he said.

Besides serving as a member of the hospitals' LMCC, Mr. Tettero is Chairman of the financial committee of his union hospital unit, Federation of Civic Employees (CLC).

Joint consultation at Grandview Lodge home for the aged, Fort William, Ont., covers the whole range of the institution's activities, according to Superintendent J. L. Hughes. Although a labour-management committee was established at Grandview less than a year ago, Mr. Hughes reports that there has been "a distinct improvement in relations." The LMC's success has received so much attention that other locals of the Building Service Employees' International Union (AFL-CIO/CLC) are pressing for similar committees.

Walter Ellard, President of the home's LMC and a member of Local 268, is equally enthusiastic. Mr. Ellard stated that before the committee was set up, rumours and gossip were always floating around. "Now all this has stopped," he said. "All of the employees feel they can bring any problem to the LMC and get an answer."

Ray Pudas, the union's Business Agent, said: "Since the committee started at Grandview, my troubles have been reduced. I used to be out there all the time over trivial complaints. I rarely visit Grandview now," he said.

* * *

Jack McDonald, recently retired General Agent of the CNR's Winnipeg express department, recalled that in the 10 years it has been functioning, the department's labour-management committee has: (1) improved efficiency in operation; (2) bettered service to the public; (3) reduced absenteeism.

Companies should go out of their way to establish good two-way communications with employees, he declared. Management doesn't know exactly what is happening to equipment and actual operations because it isn't that close to the picture. "Our employees must tell us. . . Management's job is to build up morale to such a point that no employee would hesitate for a moment to make a statement or ask a question."

Mr. McDonald suggested that one way to improve morale was to develop the habit of emphasizing not "*who* did this?" but rather "*how* did it happen?"—the idea being to eliminate the problem, not embarrass the employee.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued one certificate designating a bargaining agent, rejected one application for certification and granted one application for revocation of certification. During the month the Board received three applications for certification, and one request under Section 61(2) of the Act for a review of an earlier decision. It allowed the withdrawal of one application for certification.

Application for Certification Granted

Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, shopmen and swampers employed by Tiger Transfer Ltd., Calgary, Alta. (L.G., June, p. 653).

Application for Certification Rejected

Cape Breton Projectionists' Union Local No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Atlantic Television Company Limited, Antigonish, N.S., respondent (L.G., June, p. 653). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Lorne Shepherd, *et al*, applicants, Frontenac Broadcasting Company Limited, Kingston, Ont., respondent, and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent (L.G., June, p. 655).

Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by the Papachristidis Co. Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

2. Office Employees' International Union Local 131, on behalf of a unit of office employees of Smith Transport Limited, Oshawa, Ont. (Investigating Officer: A. B. Whitfield).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Request for Review under Section 61(2) of Act

Request for review of the certificate issued by the Board December 19, 1961, affecting the Canadian Maritime Union, applicant, and the Canadian Pacific Railway Company, Montreal, Que., respondent (unlicensed personnel aboard the S.S. Keewatin and S.S. Assiniboia). (L.G., Feb., p. 155).

Application for Certification Withdrawn

General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hill the Mover (Canada) Limited, Hamilton, Ont., respondent (L.G., June, p. 655).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic and Clerical Divisions) (Conciliation Officer: D. S. Tysoe).

2. Radio-Laurentides Inc. (CKJL), St. Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

3. Canadian Broadcasting Corporation, Montreal, and Building Service Employees' International Union, Local 298 (Conciliation Officer: C. E. Poirier).

4. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (Conciliation Officer: T. B. McRae).

5. Viking Tugboat Co. Ltd., Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

6. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

7. Canadian Broadcasting Corporation and Locals 204, 183 and 308 of the Building Service Employees' International Union (Conciliation Officer: F. J. Ainsborough).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

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8. Vancouver Barge Transportation Limited and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

9. CKSO Radio Limited, Sudbury, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

10. Pacific Western Airlines Limited, Vancouver, and Canadian Air Pilots' Association (Conciliation Officer: G. R. Currie).

11. Vancouver Barge Transportation Limited and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., May, p. 533).

2. Robin Hood Flour Mills Limited, Calgary, Alta., and Local 326 of the United Packinghouse Workers of America (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 533).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 655), was fully constituted in May with the appointment of R. J. S. Moir of Vancouver as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., of Vancouver, and Joseph Whiteford of Burnaby, who were previously appointed on the nomination of the Association and Union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 656) was fully constituted in May with the appointment of W. E. Philpott of Vancouver. Mr. Philpott was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C. of Vancouver and John E. Berry of New Westminster, who were previously appointed on the nomination of the Association and Union, respectively.

Conciliation Board Report Received

Motor Transport Industrial Relations Bureau, (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 534). The text of the Report is reproduced below.

Board Reports of Settlements Received

1. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including the Quebec Central Railway Company and Dominion Atlantic Railway Company) and the Brotherhood of Locomotive Firemen and Enginemen. (L.G., Oct. 1961, p. 1040). The text of the Report is reproduced below.

2. Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and United Steelworkers of America (L.G., June, p. 656). The text of the Report is reproduced below.

Settlement Reached following Board Procedure

Canadian National Railways and Brotherhood of Railroad Trainmen (L.G., June, p. 656).

Strike Action following Board Procedure

Motor Transport Industrial Relations Bureau (representing 47 companies within federal jurisdiction), Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 534). Strike commenced May 29.

Disputes Lapsed

1. Canadian Freightways Limited, Calgary, Alta., and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 53).

2. General Enterprises Ltd., Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (L.G., March, p. 333).

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Motor Transport Industrial Relations Bureau, Toronto, and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The Bureau represented some 47 companies within federal jurisdiction.

The Board was under the chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, nominees of the companies and union, respectively.

The Report was signed by all three members, but Messrs. O'Brien and Siren submitted addenda.

The Report and addenda are reproduced here.

Your Board of Conciliation consisting of His Honour Judge J. C. Anderson, Chairman, Michael O'Brien, company nominee, and Paul Siren, union nominee, met with the parties at the Four Seasons Motel in Toronto on April 17, and the meeting was continued on April 18. The Board again met with the parties in Toronto at the Royal York Hotel on the 27th, 28th and 29th of April.

At these meetings the Motor Transport Industrial Relations Bureau was represented by:

H. G. White—Hanson Transport Limited
L. G. Teakle—Smith Transport Limited
W. R. Henderson—Kingsway Transport Limited
F. W. Murray—Motor Transport Industrial Relations
J. E. Taylor—Overland Express Limited
O. J. Doerr—Wood's Transport (Hespeler) Limited
S. A. Bacon—McAnally Freight-Ways Company Limited
W. H. Male—Direct Winters Transport Limited
C. V. Hoar—Hoar Transport Limited
M. D. Davis—Inter-City Truck Lines Limited
J. A. Donaldson—Motor Transport Industrial Relations Bureau.

And the Union was represented by:

Local 879 (Hamilton)
R. Taggart, President, Union Co-Chairman
J. Hassett
John Compton
A. L. Wilson
H. Byford
R. Arnold
S. Shantz
J. Contardi
C. Bricker

Local 141
J. Fischer, President
R. Hall
Wm. Kennedy
Wib. Hooper

Local 91
Gerry Miles

Local 880 (Windsor)
W. Sefton, President
R. L. Wilson, Union Chairman
J. Wayne
F. A. Lucier
Chas. Remsik
Neilson Reid
Jas. Shaw

Local 938 (Toronto)
K. G. McDougall, President, Union Co-Chairman
G. Griffin
C. Thibault
F. Thompson
P. Hegarty
P. Mone
C. Walker
Frank Godley, Recording Secretary.

In addition to the representatives of the Unions, Casey Dodds, Canadian Director of the Teamsters International Union, was present, and Frank Fitzsimmons, Vice-President of the International Union, was present during part of the time of the meetings in the Royal York Hotel.

The same Board was appointed by both the Federal and Ontario Departments of Labour, and although most of the operating transport companies are under federal certification, there are a number of the transport companies that are under provincial certification only. Appendix "A" contains a list of the companies under federal jurisdiction.

The issues in dispute were many and varied, and need not be listed because they are reported upon in detail hereunder.

One agreement is bargained for and entered into on behalf of the Bureau members and the three locals of the Union above set out, and the agreement has two main sections, one covering maintenance employees and the other covering over-the-road and local cartage employees.

After the first meeting, it was apparent to the Board that the issues in dispute were so many and varied that the parties themselves would be expected to enter into

direct negotiations, working through committees, and that these committees would deal with certain separate issues; and under the Board's instruction, the parties met through their committees between the meeting of the Board on April 18 and the reconvening of the Board on April 27, and again on the 1st, 2nd, and 3rd of May, 1962.

After attempting to render all assistance possible to the parties in an effort to conciliate all the issues in dispute, the Board finds that while progress has been made on settling some of the issues, that there are many issues upon which it must report.

As a result of the parties' meeting under the direction of the Board, and sometimes with the assistance of the Board, certain issues have been resolved, and therefore the Board recommends that the matters that have been resolved be contained in the forthcoming collective agreement in the same form in which they have been tentatively resolved by the committees, and the Board herewith lists these issues and sets forth its recommendations in connection therewith, and the Board's recommendations are exactly as the representatives of the parties themselves have, in their consultations, agreed upon.

The section of the agreement having to do with maintenance, or what is known as the maintenance agreement, has been all settled except the question of wages and other strictly monetary matters, so that the maintenance area agreement will be renewed with the following changes upon which agreement has been made:

Maintenance

The Company agrees to supply washing facilities, including hot water, soap and towels, at terminals where maintenance personnel are employed. On the issue of new equipment, management will insure that the maintenance personnel involved will receive the necessary information and training.

Personnel designated as lead-hands by the Company shall be paid a premium over and above their normal rate of pay in recognition of their supervisory duties.

Apprentices

Apprentices will not be subject to the terms of the collective agreement except that they must, as a condition of employment, become Union members and pay Union dues.

After forty-five (45) days, the following minimum pay conditions shall apply:

For the 1st year of employment—
60% of the journeyman rate

For the 2nd year of employment—
65% of the journeyman rate

For the 3rd year of employment—
70% of the journeyman rate

For the 4th year of employment—
80% of the journeyman rate

For the 5th year of employment—
semi-skilled end rate.

In the over-the-road agreement, the issue of statutory holidays has been tentatively agreed upon and the Board recommends settlement on the basis of the tentative agreement, which is as follows:

Statutory Holidays

1. The following statutory holidays will be observed:

New Year's Day	Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Dominion Day	Christmas Day

2. When one of the observed statutory holidays falls on a Saturday or a Sunday, the day proclaimed shall be the day observed. If no other day is proclaimed, employees shall be paid the statutory holiday pay in accordance with the conditions outlined below.

3. All employees shall be paid their appropriate hourly rate for the above-mentioned statutory holidays, depending upon the length of their shift, but no less than eight (8) hours and no more than nine (9) hours, providing:

a. They are available for work on the normal shift preceding and following the holiday, or when the employee has the consent of the Company to be absent not in excess of seven (7) days.

b. They work any time in the week in which the holiday occurs (except for Christmas and New Year's statutory holidays, which will be paid to all employees on the seniority list who work any time in the month of December and who are available for work on their normal shift preceding and following both statutory holidays).

c. Personnel who are ill up to five (5) working days preceding and/or following the statutory holiday shall be paid for the statutory holiday providing they supply the Company with a doctor's certificate if requested. Employees found misrepresenting the facts of their illness shall be subject to disciplinary action.

4. If an employee is required to work on one of the above-mentioned statutory holidays, he shall receive his normal rate of pay for the time worked, in addition to the statutory holiday pay.

5. Any of the statutory holidays as listed and falling within an employee's annual vacation, shall be paid, in addition to the employee's annual vacation pay, providing the employee is available for work on the normal shift preceding and following his annual vacation.

6. No employee on highway operations shall be compelled to accept a dispatch out of his home terminal on the eve of a statutory holiday, except in cases of emergency, when reverse seniority may apply.

7. Senior employees shall be given the first opportunity to work on statutory holidays. However, they shall have the right to decline work, providing a sufficient number of junior qualified employees is available.

8. Personnel who have completed thirty (30) days of their probationary period shall be qualified for statutory holiday pay subject to paragraph 3.

9. Part-time personnel shall not be entitled to statutory holiday pay under any circumstances.

Most, if not all the dispute concerning the allocation of work has resulted in agreement, and the Board recommends settlement on the basis of the agreement for the areas that have been agreed upon, which are as follows:

Allocation of Work

The Company shall have the authority to allocate and assign the work to personnel having regard to: (a) the skill and efficiency of employees, and (b) the seniority of employees. And where the qualifications expressed in (a) are relatively equal among the employees involved, seniority shall be the determining factor. Subject to the above:

1. Hourly Rated Operations

1. On runs designated as "peddle runs" or "special operations" by the Company, employees shall be allowed to bid and qualify for such runs, in conjunction with the annual interdepartmental job bid. In all other operations the Company shall have the right to allocate the work, giving due regard to seniority as set out below.

2. In conjunction with the annual interdepartmental job bid, seniority shall prevail as to starting times and/or shifts as set out by the Company. The Union recognizes that the Company must have a nucleus of experienced men on each shift.

3. Senior personnel shall have the preference to work on the first five (5) days of the week.

4. In the event that extra highway trips arise, the Company shall assign these trips to the most senior, qualified, unassigned drivers available.

5. Any employee taking time off during the week shall not be entitled to work on Saturday in lieu of short hours during the week except: (a) when he is scheduled on six-day operations. (b) by seniority rights when all other qualified employees have completed a (00) hour week.

6. On Saturdays, if the senior men have worked (00) hours or less, or if the junior men have worked (00) hours or more, then the senior men will be called for work.

2. Highway Operations

(*a*) *Spare-Board Drivers*

1. The Company shall endeavour at all times to arrange runs in a manner that will give preference to the senior drivers.

2. Drivers will not drive in excess of 2,200 miles per week. However, drivers may book off after 1,800 miles, providing other qualified highway drivers are available. When a highway driver's trip is short due to the above weekly mileage limitation, drivers will be paid on the mileage basis and the 5-hour call-in guarantee shall not apply.

3. Senior personnel shall have the preference to work on the first five (5) days in the week, to the extent that it is consistent with the foregoing conditions. This work week may commence on Sunday.

4. Each highway driver shall upon contacting the Company's office, be advised of his starting time. If he is not dispatched after reporting for work as ordered, he shall be paid at the regular hourly rates for all the time held, provided however, that he performs any reasonable work requested, except that night highway drivers will not be compelled to work on the dock for more than two (2) hours before being dispatched on a highway run.

5. Everything being equal, senior employees will be given the first opportunity to work on sixth-day operations. However, in the event the work is declined, the Company reserves the right to allocate the work in reverse order of seniority.

6. An employee absenting himself from work during the week shall not be entitled to work on sixth day operations except: (a) when he is scheduled on sixth day operations, or (b) by seniority rights, when all other qualified employees have reached the mileage limitation as outlined in Item (2) above.

7. Drivers will not be compelled to work on the dock at a Company terminal away from home if they have been on duty for more than eight (8) hours.

8. Drivers on way-freight operations at intermediate Company terminals will not be compelled to work on such docks if the known mileage at the time of dispatch exceeds three hundred (300) miles.

9. If a driver is not dispatched before the fourteenth (14th) hour he shall be guaranteed two (2) hours pay, and if he is held more than two (2) hours, he shall be paid for each hour up to ten (10) hours in the first period. This pay shall be in addition to the pay to which the man is entitled if he is put to work at any time within the twenty-four (24) hours after the run ends. The same principle shall apply to each succeeding twenty-four (24) hours. On Sundays and holidays, meals and lodgings shall be allowed in addition.

10. Wherever possible, Sunday night dispatch will be available at least twenty-four (24) hours prior to the time of dispatch.

11. Delete.

12. Drivers held over at a foreign terminal will be given preference on first loads out. However, where there are sufficient loads, all the held-over spare-board drivers need not be dispatched out ahead of regular-run drivers.

(*b*) *Regular-Run Drivers*

1. At a terminal where regular runs may be set up, or where there are special operations, it is agreed that the Company and the Local Union or Unions involved will meet, to establish rules, in writing, governing the operation of such regular runs and/or special operations, with due regard to the following conditions:

i. Regular runs and special operations shall be posted for a period of seventy-two (72) hours (Saturdays, Sundays and statutory holidays excluded). Posting shall be made when new regular runs or special operations are established, or where vacancies occur, and thereafter in conjunction with the annual interdepartmental job bid. It is recognized that a change in operations may require a further meeting between the Company and the Local Union or Unions involved, as outlined above.

ii. Drivers will not drive in excess of two thousand two hundred (2,200) miles per week.

iii. The work week may commence on Sunday, but where regular runs or special operations are established to start on a Monday, drivers need not be called in for Sunday trips.

iv. Each highway driver shall, upon contacting the Company's office, be advised of his starting time. If he is not dispatched after reporting for work as ordered, he shall be paid at regular hourly rates for all time held, provided however, that he performs any reasonable work requested, except that night highway drivers will not be compelled to work on the dock for more than two (2) hours before being dispatched on a highway run.

v. If a driver is not dispatched before the fourteenth (14th) hour he shall be guaranteed two (2) hours pay, and if he is held more than two (2) hours, he shall be paid for each hour up to ten (10) hours in the first period. This pay shall be in addition to the pay to which the man is entitled if he is put to work at any time within the twenty-four (24) hours after the run ends. The same principle shall apply to each succeeding twenty-four (24) hours. On Sundays and holidays, meals and lodgings shall be allowed in addition.

vi. Wherever possible, Sunday night dispatch will be available at least twenty-four (24) hours prior to the time of dispatch.

vii. Delete.

viii. If a regular run or special operation with a lay-over is established, it shall be the Company's responsibility to dispatch drivers who have been held over at a foreign terminal back to their home terminal, and accordingly, they will be given first return loads. When no load is available, to dispatch driver directly home. It is understood that in the application of this condition the Company may dispatch a driver in a different direction than towards his home terminal if such a dispatch will result in the acquiring of a load destined towards his home terminal, and providing the whole of such dispatch will return the driver to his home terminal.

There was an issue concerning working supervisors, and the Board recommends that this be settled in the terms of the tentative settlement arrived at by the joint committees working on that problem, so that the Board recommends that the issue as to working supervisors be settled in the following terms:

Working Supervisors

1. In event of a dispute concerning the scope of the bargaining unit, particularly as it may be affected by working supervisors, it is agreed that such a dispute shall be referred to a permanent joint committee established for that purpose, and which shall meet monthly (every third Wednesday), if required. In the event that this committee is deadlocked, the dispute shall be referred to an Arbitration Board through the grievance procedure.

2. A "lead hand" shall be defined as a person who performs work and directs the work of others. He shall not have the authority to hire, fire, suspend or otherwise penalize other employees, and he shall be a Union member.

3. When lead hands or foremen are appointed, a notice to that effect will be posted by the Company.

The issue between the parties respecting the closing or partial closing of terminals has been agreed upon by a joint committee, and therefore the Board recommends that the following clauses be incorporated in the contract dealing with the problem of closure or partial closure of terminals.

Closure or Partial Closure of Terminals (As a Subsection of Article 7)

In the event of the complete or partial closures of terminals or operations where work is moved to another terminal(s) under the jurisdiction of the signatories to this agreement, and employees are subject to lay-off due to this work being moved, the following conditions shall apply:

1. The Company will give the Union thirty (30) days written notice of its intention to close a terminal or operation and a meeting(s) will be held to arrange any necessary movement of personnel under the conditions outlined in this section.

2. In the case of a partial closure, a meeting(s) will be held within thirty (30) days of partial closure to arrange any necessary movement of personnel under the conditions outlined in this section.

3. If the junior men, who are subject to lay-off in the terminal or operation which is closed or partially closed, have more Company seniority than any of the men in the terminal to which the work is being moved, then an opportunity to move with the work will be posted and bid on and, subject to qualifications, the most senior men bidding to move will be allowed to do so.

4. Personnel moving under the conditions in (3) will retain their seniority at the terminal moved from for a period not exceeding twelve (12) months from the date of the move.

5. The Company will have the sole authority for the allocation of work of employees moving under the conditions of (3) for a period of six (6) months from the date of the move or until the date of the next job bid, whichever comes later.

6. Persons moving under the conditions of (3) will dovetail their seniority dates with those persons already employed at the terminal to which they moved.

The joint committee of Teamsters and the Bureau recommends that the issues arising out of this next problem be settled according to the following statement, and which the Board also unanimously recommends.

General Rules and Regulations Governing the Actions of all Employees

The following Rules and Regulations, and the penalties to be charged for their violation, are placed in effect with the approval of the Companies and the Unions, so that all employees of Bureau member Companies may know what the Company Rules and Regulations require of them in the conduct of general Company business.

Nothing in these Rules and Regulations shall deprive the employees of the right to challenge a penalty through the regular grievance machinery. Existing Company rules and penalties shall not conflict with those contained herein. In case of conflict, it is agreed that the Rules and Regulations shall apply.

Nothing contained herein shall prejudice the right of the Company to institute additional Rules and Regulations which do not conflict with those contained herein, and in such case thirty (30) days notice, in writing, shall be given to the Union before application.

Should the Union disagree with the Company's application of the Rules and Regulations, the question may be referred to a meeting of the Joint Rules and Regulations Sub-committee.

All infractions of the Highway Traffic Act and the municipal bylaws shall be the responsibility of the drivers except those which are, by their nature, the responsibility of the Company.

1. Accidents

a. Accidents for which the employee is at fault, or for which his action or lack of action is a contributory factor, will result in disciplinary action, which may range from "reprimand" to "dismissal" according to the seriousness of the accident, the degree of negligence or carelessness, and frequency of accidents.—AGREED.

b. Failure to report any accident as soon as possible will result in the employee being subject to dismissal.—AGREED.

2. Equipment

a. (i) Tampering with tachograph, governor, or other safety device. Subject to dismissal.—AGREED. (ii) Operating power equipment with radiator or grille covered, or obstructing with unauthorized covering: 1st offense—subject to 3 days off; 2nd offense—subject to dismissal.—AGREED.

b. Excess idling of equipment; 1st offense —reprimand; 2nd offense—1 day off; 3rd offense—3 days off; 4th offense—1 week off. Subsequent offenses—subject to dismissal.—AGREED.

c. Failure to ensure that units are properly hooked up and locking devices engaged and trailer support fully raised: 1st offense—1 day off; 2nd offense—3 days off; 3rd offense—1 week off; subsequent offenses—additional time off, subject to dismissal.—AGREED.

d. Intentionally operating equipment with tire pressure too low; 1st offense—reprimand; 2nd offense—1 day off; 3rd offense—3 days off; subsequent offenses—subject to dismissal. —AGREED.

e. Failure to ensure that power equipment is properly serviced for gasoline, oil and water, and that all tire pressures are checked before leaving the terminal, where required by the Company: 1st offense—reprimand; 2nd offense —3 days off; 3rd offense—1 week off; subsequent offenses—subject to dismissal.—AGREED.

f. Failure to properly tarp cargo and equipment: 1st offense—3 days off; 2nd offense— 1 week off; subsequent offenses—subject to dismissal.—AGREED.

g. Failure to keep cab interior free of all refuse while on duty: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—subject to dismissal.—AGREED.

h. Failure to report mechanical defect in equipment, if known; 1st offense—3 days off; 2nd offense—1 week off; subsequent offenses —subject to dismissal.—AGREED.

i. Unauthorized use of Company-owned motor vehicles: 1st offense—subject to dismissal.—AGREED.

3. Conduct and Behaviour

a. Consuming intoxicants while on duty or on the Company's property: 1st offense— immediate dismissal.—AGREED.

b. Reporting for duty while under the influence of an intoxicant: 1st offense—reprimand to one week off; 2nd offense—subject to dismissal.—AGREED.

c. Theft, dishonesty or wilful damage, failure to turn in monies collected: 1st offense—immediate dismissal.—AGREED.

d. Receipt of garnishees or assignments against pay: 1st offense—reprimand; 2nd offense—reprimand; 3rd offense—subject to dismissal.—AGREED.

e. Discourtesy to a customer (subject to investigation): 1st offense—reprimand; 2nd offense—1 week off; 3rd offense—subject to dismissal.—AGREED.

f. Mishandling or abuse of any Company equipment or property, excluding cargo, according to the degree of negligence or carelessness: 1st offense—reprimand to 3 days off; 2nd offense—3 days to 1 week off (after investigation); 3rd offense—subject to dismissal.—AGREED.

g. Failure to obey instructions of authorized personnel (names of persons in authority will be posted): 1st offense—reprimand; 2nd offense—subject to dismissal.—AGREED.

h. Flagrant disobedience of orders of authorized personnel: 1st offense—subject to dismissal.—AGREED.

i. Failure to make proper collections: 1st offense—reprimand; 2nd offense—1 week off; 3rd offense—subject to dismissal.—AGREED.

j. Failure to load and unload properly, or mishandling freight: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—subject to dismissal.—AGREED.

(1) If a driver loses his license while operating other than Company equipment, the Company will not be obligated to provide other employment, but it is agreed that a meeting will be held within seven (7) days between the Company and the Union to deal with the individual situation.

4. Reports

a. Intentionally punching another employee's time card: 1st offense—subject to dismissal.—AGREED.

b. Deliberate falsification of time cards or trip reports: 1st offense—subject to dismissal. —AGREED.

c. Failure to report to dispatcher at specified times when required to do so while on duty: 1st offense—reprimand; 2nd offense—reprimand;—3rd offense—3 days off; subsequent offenses—subject to dismissal in aggravated cases.—AGREED.

5. Driving Behaviour

a. Failure to follow routings as designated or instructed: 1st offense—3 days off; 2nd offense—subject to dismissal—AGREED.

b. Driving at speeds in excess of government-posted speed limits: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—1 week off; 4th offense—subject to dismissal.—AGREED.

c. Unnecessary delays while operating Company vehicles: 1st offense—reprimand; 2nd offense—3 days off; 3rd offense—1 week off; subsequent offenses—subject to dismissal.—AGREED.

d. Deliberate tail-gating: 1st offense—reprimand to 1 week off; 2nd offense—subject to dismissal.—AGREED.

e. Carrying of unauthorized persons in Company vehicles: 1st offense—subject to dismissal.—AGREED.

6. Attendance

a. Absence in excess of three (3) successive working days without notification will be considered as a voluntary quit.—AGREED.

b. Failure to notify the Company not less than one (1) hour before regular starting time when unable to report for duty, with a reasonable explanation: 1st offense—reprimand; 2nd offense—reprimand; subsequent offenses—subject to dismissal.—AGREED.

c. Reporting late for work without a reasonable explanation: 1st offense—reprimand; 2nd offense—3 days off: 3rd offense—1 week off; 4th offense—subject to dismissal.—AGREED.

d. Failure to report for duty after having been instructed to do so: 1st offense—reprimand to 1 week off; 2nd offense—subject to dismissal.—AGREED.

e. Any employee absent due to illness must supply substantiating evidence satisfactory to the management when required.—AGREED.

It is also the Board's understanding that the issue with respect to seniority of stewards, or chief stewards, has been tentatively agreed upon between the parties, and the Board unanimously recommends that the new contract include the following clause in respect to this matter:

"Providing it is consistent with management's obligation to maintain an efficient working force in the event of a shortage of work that necessitates a lay-off, the steward or chief steward, in the event there is one, shall be retained in the work force and he shall only be laid off second to the last man."

The Board also recommends that the following clauses under several headings as listed below, which have been tentatively agreed upon between the parties, be incorporated in the forthcoming agreement.

Pay Conditions

1. The interval between paydays shall be no longer than two (2) weeks and, in the event the Company changes from a one-week pay period to a two-week period, three (3) clear months notice shall be given by the Company. Advances shall be made to employees on request, to assist during the adjustment period, and such adjustment period shall not exceed three (3) months.

2. The Bureau has agreed in principle to the deduction of monies to be submitted to the duly chartered credit unions (details to be worked out later in committee).

Loss or Damage to Cargo

Employees shall not be charged for loss or damage to cargo unless clear proof of negligence is shown. In the event of such loss or damage the Company shall have up to fifteen (15) days from the date of delivery to register a claim with the employee. Before the employee signs an authorization to deduct a claim he shall have seven (7) days to register a grievance should he fail to agree with the Company's claim. In the event the grievance is not filed within seven (7) days, the employee must authorize the Company to deduct the amount of the claim. The Company may lodge a claim for loss or damage to cargo up to and including one hundred dollars ($100.00).

Loss or Damage to Equipment

Employees shall not be charged for loss or damage to equipment unless clear proof of negligence is shown. In the event of such loss or damage the Company shall have up to fifteen (15) days from the date such loss occurred to register a grievance should the employee fail to agree with the Company's claim. In the event the grievance is not filed within seven (7) days the employee must authorize the Company to deduct the amount of the claim. The Company may lodge a claim for loss or damage up to and including twenty dollars ($20.00).

Seniority—Recall Period

An employee shall lose his seniority standing if he is laid off for a period extending beyond twelve (12) consecutive months.

And Paragraph (2) under Seniority, which had been agreed upon prior to the Conciliation Board stage, shall have a sentence added to it which was agreed upon during conciliation, so this whole Paragraph (2) under Seniority shall now read as follows:

"The purpose of seniority regulations is to provide a policy governing lay-offs and recalls. In the event of a lay-off, the Company shall consider (a) the experience and efficiency of an employee, and (b) the seniority of the employee, and where the qualifications expressed in (a) are relatively equal, the employee's seniority shall be the determining factor."

In all lay-offs where the efficiency of an employee is questioned by the Company, such employee will be given the opportunity to perform the work in question and qualify. A lay-off for an employee shall be considered as three (3) consecutive days of no work within his department, at which time the employee must exercise his seniority and move into whatever department his seniority entitles him. The employee will be notified if there are junior men working in another department. Such moves shall be considered temporary, but lasting until such time as the work force requirements for the foreseeable future are returned to normal.

Leave of Absence for Work with the Local Union

Employees will be granted a leave of absence of up to one (1) year to work with the local Union.

Supervisory Personnel Returning to the Bargaining Unit

Those promoted to supervisory positions or positions not subject to this agreement will retain their seniority after promotion for a twelve (12)-month period only. If employees are demoted for any reason, or if they voluntarily request reinstatement to their former position, the time served in the supervisory position shall be included in their seniority rating.

Such employee shall forfeit any and all recourse to the grievance procedure as outlined in this agreement should he subsequently be discharged in such a position beyond the jurisdiction of this agreement. If an employee is promoted to a supervisory position and such supervisory position is subsequently abolished, such employee will revert to his former position without loss of seniority.

Part-Time Employees

Add the following wording to Clause 20(18) of the present agreement: "Regular employees who are laid off shall be given the first opportunity for part-time work; however, the daily guarantee shall not apply."

Students

New article to be added to the present agreement: "Students may be hired on a full-time basis for the summer months (May 1 to September 30) and shall come under all pay regulations in this agreement. They shall pay to the support of the local Union the amount of the monthly due, which will be checked off, but no other provisions of this agreement shall apply."

The Board now proceeds to make recommendations on certain issues upon which there has been no tentative agreement during Board sittings:

Strikes and Lockouts
Vacations with Pay
Hours of Work
Piggyback and Broker Operators
Monetary Issues, including
Welfare, Pensions and Wages.

There were a number of other issues raised by both parties which the Board feels are capable of being resolved by the parties directly, if the issues upon which the Board has recommended generally are accepted by the parties.

Strikes and Lockouts

The Board was advised that during the course of negotiations prior to the conciliation procedure, it was agreed that the clause in the former contract regarding strikes and lockouts, namely, "During the term of this contract there shall be no lockout by the Company or any strike, sit-down, slow-down, work stoppage or suspension of work either complete or partial for any reason by the employees," should be included in the new contract.

The Bureau asks that in addition to this clause, that the collective agreement be amended and added to by the inclusion of the following clause:

"If an employee does, or employees do, institute or encourage or participate in a work stoppage, the Company shall have the sole and complete right to immediately discharge an employee participating in any unlawful strike, slow-down, walk-out or other cessation of work."

The Bureau ask that this be included, because, since the signing of the last agreement, there have been a large number of strike situations in the industry, the loss of thousands of man-hours and hundreds of thousands of dollars in lost wages, and therefore it submits that such a clause might have a salutary effect on the employees and lessen the strike situation as hitherto experienced.

The Board is of the opinion that the strike clause suggested by the Bureau, while it might give information to the employees who read it and warn them of the consequences of an illegal work stoppage, slow-down or unlawful strike, doesn't change the position with respect to strikes or lockouts from that existing under the terms of the present contract. If the provisions of the contract agreed upon are properly policed and enforced by both sides, it should have the effect of reducing or eliminating illegal work stoppages, and therefore, for these reasons, the Board does not see fit to recommend an incorporation in the new agreement of the clause requested by the Bureau.

Vacations with Pay

The Bureau proposed that the vacations-with-pay provisions remain basically as they were in the former agreement. The Union has proposed that the schedule be altered so as to provide for two (2) weeks after two (2) years. three (3) weeks after three (3) years, and four (4) weeks after ten (10) years.

Recommendation. In view of the recommendations hereinafter affecting costs, the Board is of the opinion that there should be no change in the present vacation-with-pay provisions of the contract.

Hours of Work

During negotiations, the Bureau proposed the following clause dealing with the payment of overtime:

"The Company agreed to pay all hourly rated employees at the rate of time and one-half for all hours worked at the hourly rate in excess of ten (10) hours in any one (1) shift."

Under the present contract, there is the weekly limitation which the Bureau feels should be dropped, because it submits that the present legislation safeguards employees

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from working excessive hours, and that recently there has been an increasing demand for pick-ups and deliveries on Saturdays, and the present clause makes work performed on Saturdays virtually time-and-half paid work. The Bureau also proposed other changes in an attempt to clarify and standardize the hours off duty within the highway driving operations.

The Union, on the other hand, seeks to make the standard work week a 40-hour week and the standard guaranteed work day 8 hours per day. It also seeks a clause which would provide all employees with a regular starting time and also provide that any change in the starting time will be posted 72 hours prior to the notice. The Union also wants 90 percent of the regular employees to be guaranteed a 40-hour week, and that all Saturday work be paid for at time-and-a-half the employee's hourly rate, and certain other amendments, including an increase in the shift bonus.

While it is no doubt true that in most industries the standard work week has now been reduced to 40 hours, and that overtime applies thereafter in most instances and in some instances on the daily basis as well: to require highway operators to give their employees a standard work week of 40 hours of 8 hours per day, together with the guarantee that 90 percent of the regular employees be guaranteed 40 hours work or pay, would be putting a burden on the operators under present conditions which would, in many instances, be intolerable.

It may well be that in the course of time the standard work week will be reduced from a 48- or 45-hour week as presently constituted, but with the requests for pensions and increased pay which the Union has made, the Board is of the view that if it is to recommend any substantial increase in costs at all, these recommendations should not be found in the area of the reduction of the work week or by guaranteeing full employment to regular employees. Accordingly, in view of these factors and of the recommendations hereinafter made for increase in wages and pensions, the Board recommends that the hour-of-work provisions and the overtime provisions of the present contract remain in force during the term of the forthcoming contract.

Piggyback

The Union submits that the Companies should only have the right to subcontract their work after they have guaranteed jobs for the present number of employees. Presently, before piggyback operations are commenced, the Companies have agreed to hold meetings with the Union. These meetings were designed to attempt to agree upon the re-allocation of the men that would be affected.

There is little room for doubt but that the piggyback form of transportation is here to stay, and will in all likelihood be extended. For these reasons, the Companies should not be put in a straightjacket with respect to subcontracting in relation to piggyback operations. At the same time, it is understandable that an employee who, for instance, might have been a driver with considerable seniority, and whose position is affected by the introduction of piggyback, wants to have his job guaranteed before such introduction is allowed.

The Board is of the view that the best that both parties to the contract can hope for is that the senior employees presently employed be given the maximum protection in the event of the extension of piggyback operations through some form of subcontracting. *The Board recommends* that before the Companies subcontract piggyback loads, meetings should be held with the Union and attempts made to re-allocate the men who might be affected, and that no employee with 5 years or more seniority as of June 1, 1962, should lose a job through the introduction of piggyback operations, but that in the event his employment as a highway driver is affected by the introduction of piggyback operations, he be entitled to use his seniority to "bump down" into lower-paid positions. Also, if in turn other employees with lesser seniority are affected thereby, no one who has seniority in excess of 5 years as of June 1, 1962, is to be laid off as a direct result of the introduction of piggyback operations. It shall, however, be the prerogative of the Company to determine in the first instance what employees, if any, shall be laid off in the event of the introduction of piggyback operations.

Issue as to Brokers

Some Bureau members employ brokers who are self-employed persons owning their own vehicles and enter into contracts with them to make certain highway trips. The Union proposes that owner-operators be considered the same as employees and operate under the same conditions as employees operate in respect to wages, seniority, Union security, etc.

The Companies take the view that owner-operators are not employees under the Labour Relations Act, and that since they are employed for the most part in operations which are uneconomical for the Company to operate through the use of its

own equipment, that to require the Company to pay these owner-operators the same wages and give them the same working conditions as the other employees, would be simply one way of prohibiting the Companies from using the services of owner-operators for otherwise uneconomical transportation of certain goods. The Companies point out that they are constantly being faced with the shipper putting on his own trucks, either directly operated by the shipper or on a pseudo-lease basis where the shipper actually employs a broker himself.

The problem involved here is easily recognizable, but to recommend a solution which on the one hand gives the employer freedom to use the services of an owner-operator if he finds it necessary to do so to maintain himself in business, and at the same time protect the employees who have served the operators over the years, is almost an insoluble problem.

The Union seeks to prohibit the utilization of leased equipment in any manner which is used to defeat the purpose of the collective agreement. It submits that the trucking industry, in its effort to unload the risk of operation, has effected a growing trend of having the work performed by so-called owner-operators, thus avoiding the assumption of the risk of the cost of operation by placing it upon persons who are self-employed as owner-operators. The Union feels that the use of owner-operators brings about an erosion of the bargaining unit and an injurious impact on the conditions of the workers. The Companies, on the other hand, find it necessary on occasion to use owner-operators if they are to maintain the business that they have and protect their investments.

The Board is of the opinion that there is an urgent need for some legislative body to be set up and to operate which will fix at least minimum and maximum rates in this industry, and will also regulate other working conditions, including minimum wages. The Board is of the opinion that the lack of some regulatory body to fix minimum and maximum rates and regulate working conditions, has been at least to a considerable extent part of the reason why relations between operators and employees in this industry have not been as smooth as they should be. The Board believes that if some regulatory body were set up and were operating in the way suggested, that many of the points of irritation which have plagued the trucking industry and its employees would be removed, and it strongly urges that a legislative solution to this problem be brought about at the earliest possible date.

It may very well be that under the agreement made by the Companies with owner-operators, that the Canada Labour Relations Board, upon application to it, would find that such owner-operators were in fact employees of the Companies under the Act.

This might prove to be the case if the nature of the task undertaken by the owner-operator and his employees, and the freedom of action allowed him, are such that the right to prescribe the exact work and the right to direct the particular work to be done, and the conditions upon which such work is done, is reserved for the Company, and if the owner-operator may be bound to devote the whole of his time to the work directed and generally to receive directions as to the manner in which the work should be done.

If the Companies do in fact exercise such complete and far-reaching control over owner-operators that for all practical purposes they discharge their duty in the same manner, subject to the same directions, and generally under the same conditions as the other drivers who are direct employees, the Union may have it within its power to have the owner-operators certified by the Canada Labour Relations Board as employees, and thereby bring them directly under the terms of the collective bargaining agreement.

If the Board were to recommend that the contract provisions contained the requests of the Brotherhood with respect to owner-operators, it would in effect be determining as a fact that such owner-operators are employees and not independent operators actually doing contract work, and the Board does not believe that it is within its jurisdiction to make such a finding, but rather that this is within the province of the Canada Labour Relations Board.

In the meantime, the only recommendation the Board is prepared to make with respect to brokers is that the agreement provide that, before the Companies employ owner-operators or brokers, that meetings should be held with the Union and an attempt made to re-allocate the men who might be affected by such operations. Also, that no employee with 5 years or more seniority as of June 1, 1962, should lose a job through the introduction of owner-operator business, and that in the event a driver's employment is affected by the introduction or extension of owner-operations, that he be entitled to use his seniority to "bump down" into lower positions. And, if in turn other employees with less seniority are affected thereby, that no one who has seniority in excess of 5 years as of June 1, 1962, be laid off as a direct result of the

introduction of owner-operator business. It shall, however, be the prerogative of the Company to determine in the first instance what employees, if any, shall be laid off in the event of the introduction of owner-operator business.

Recognition of Locals at Kingston and London

It was agreed before the Board that once an agreement is arrived at between the parties—and the present three locals request the Bureau to recognize Kingston (Local 91) and London (Local 141)—that the Bureau will recognize these locals without it being necessary to have them certified by the Labour Relations Board.

Health and Welfare, Pensions and Wages, and Term of Contract

It is not the intention of the Board that the recommendations hereinafter made should be a floor from which the Union, after the Board report, would seek to increase the amounts recommended under these monetary headings, nor is it the intention of the Board that the recommendations which follow will be used by the operators as a ceiling which must be lowered or the contract term lengthened before a contract can be agreed upon.

The last collective agreement expired on September 30, 1961, and allowing a minimum length of time for post-conciliation-report negotiations to complete the contract, it is the Board's view that the new contract will not be entered into prior to June 1, 1962. Therefore, the Board recommends that the forthcoming collective contract be entered into for a period of three (3) years, commencing June 1, 1962 and concluding on May 31, 1965, subject to the following changes and amendments with respect to welfare, pensions and wages.

1. The Board recommends that all present employees who were employees of the Companies affected by this agreement on the date of the expiry of the last contract, and who are presently employees, shall be paid a lump sum settlement of sixty dollars ($60.00), and that employees who have been engaged by the operators since September 30, 1961, receive a settlement pay on a *pro rata* basis.

2. Commencing on the 1st day of June, 1962, and upon the first day of each and every month thereafter, the employer shall contribute by cheque payable to the Ontario Teamsters Welfare Fund, Health and Welfare Account, the sum of twelve dollars ($12.00), for each employee covered by this agreement who has been on the payroll for more than thirty (30) calendar days.

Pensions

1. On condition that the employees contribute a like amount at like times, commencing on the 1st of June, 1962, and on the first of each month thereafter up to and including the 1st of May, 1963, the employers shall contribute to an employee pension fund handled by joint trustees and administered by an insurance company, the sum of three dollars (3.00) for each employee covered by this agreement who has been on the payroll for more than thirty (30) days.

2. On condition that the employees contribute a like amount at like times, commencing on the 1st of June, 1963, and on the first of each month thereafter up to and including the 1st of May, 1964, the employers shall contribute to an employee pension fund handled by joint trustees and administered by an insurance company, the sum of four dollars (4.00) for each employee covered by this agreement who has been on the payroll for more than thirty (30) days.

3. On condition that the employees contribute a like amount at like times, commencing on the 1st of June, 1964, and on the first of each month thereafter up to and including the 1st of May, 1965, the employers shall contribute to an employee pension fund handled by joint trustees and administered by an insurance company, the sum of five dollars (5.00) for each employee covered by this agreement who has been on the payroll for more than thirty (30) days.

Wages

1. Commencing on June 1, 1962, there shall be for all hourly rated employees or hourly paid employees (except dock operators, checkers and skilled mechanics) a wage increase of five (5) cents per hour.

2. Commencing on June 1, 1962, there shall be for dock operators and checkers a wage increase of four (4) cents per hour.

3. Commencing on June 1, 1962, there shall be for skilled mechanics a wage increase of six (6) cents per hour.

4. Commencing on March 1, 1963, there shall be for all hourly rated employees or hourly paid employees (except skilled mechanics) a further wage increase of four (4) cents per hour.

5. Commencing on March 1, 1963, there shall be for skilled mechanics a further wage increase of five (5) cents per hour.

6. Commencing on December 1, 1963, there shall be for all hourly rated employees or hourly paid employees (except skilled mechanics) a further wage increase of five (5) cents per hour.

7. Commencing December 1, 1963, there shall be for skilled mechanics a further wage increase of six (6) cents per hour.

8. Commencing on September 1, 1964, there shall be for all hourly rated employees or hourly paid employees (except skilled mechanics) a further wage increase of six (6) cents per hour.

9. Commencing on September 1, 1964, there shall be for skilled mechanics a further wage increase of seven (7) cents per hour.

As an alternative basis for settlement, the Board makes the following recommendations:

A. The same recommendation as contained above for settlement pay.

B. No increase in monthly payments towards the welfare fund.

C. Pension increase the same as above recommended.

D. Wages:

1. Commencing June 1, 1962, there shall be for all hourly rated employees or hourly paid employees (except dock operators and checkers and skilled mechanics), a wage increase of six (6) cents per hour.

2. Commencing June 1, 1962, there shall be for dock operators and checkers a wage increase of five (5) cents per hour.

3. Commencing June 1, 1962, there shall be for skilled mechanics a wage increase of seven (7) cents per hour.

4. Commencing March 1, 1963, there shall be for all hourly rated and hourly paid employees (except skilled mechanics), a further wage increase of five (5) cents per hour.

5. Commencing March 1, 1963 there shall be for skilled mechanics a further increase of six (6) cents per hour.

6. Commencing December 1, 1963, there shall be for all hourly rated and hourly paid employees (except skilled mechanics) a further wage increase of five (5) cents per hour.

7. Commencing December 1, 1963, there shall be for skilled mechanics a further wage increase of six (6) cents per hour.

8. Commencing September 1, 1964, there shall be for all hourly rated employees and hourly paid employees (except skilled mechanics) a further wage increase of six (6) cents per hour.

9. Commencing September 1, 1964, there shall be a further wage increase for skilled mechanics of seven (7) cents per hour.

For drivers who are paid on a mileage basis, the wage increases recommended above under the first recommendation, which includes payments towards the health and welfare fund, and under the second recommendation, which does not include additional payments into the health and welfare fund, shall have on the same dates as the general increases for the hourly rated employees (except dock operators, checkers and skilled mechanics), their mileage rates increased by one tenth ($1/10$) of a cent per mile for each four (4)-cent increase in the wage rate.

Thus, where there has been a recommendation for an increase in the hourly rate of four (4) cents, the mileage rate shall be increased by one tenth ($1/10$) of a cent, and where there has been an increase to the general hourly rated employees of five (5) cents per hour, the mileage rate shall likewise be increased by 0.125 per cent. Likewise, where there has been an increase recommended to the general hourly rated employees of six (6) cents, there shall be an increase in the mileage rate of 0.15 per cent.

It was the Chairman's original view that the total money package should not result in end-increased costs above 24 cents per hour for a 4-year contract. However, the phasing of the increases hereinbefore recommended will result in an average cost over a 3-year contract period from June 1, 1962 of a somewhat lower average cost than if a 6-cent-per-hour cost increase at the beginning of each year for a 4-year contract had been recommended.

The Chairman therefore, for these reasons, has recommended that the term of the contract should be for three (3) years from June 1, 1962, with the result that the average yearly cost over the full term of the contract of 44 months is somewhat less than would have been the result under a 4-year contract with a 6-cent-per-hour increase over that period applied at the beginning of each contract year.

All of which is respectfully submitted.

(*Sgd.*) J. C. ANDERSON,
Chairman

I concur in all the Report excepting those portions dealt with in my addendum, a copy of which is attached

(*Sgd.*) M. O'BRIEN,
Member

I concur in all the Report excepting paragraphs subsequent to "Strikes and Lockouts" on page 14 [of the original report]

(*Sgd.*) PAUL SIREN,
Member

Dated at Belleville, Ont., the 12th day of May, 1962.

APPENDIX "A"

Transport Companies under Federal Jurisdiction

Argosy Carriers Limited
Battler Cartage Limited
Bondy Cartage Limited
Canal Cartage Limited
Connell Transport Limited
Consolidated Truck Lines Limited
Direct Winters Transport Limited
Roy Duncan Transport Limited
Fess Transport Limited
Finch & Sons Transport Limited
Gill Interprovincial Lines Limited
Hanson Transport Company Limited
C. Hinton & Company Limited
Hume's Transport Limited
Husband Transport Limited
Hutton Transport Limited
Inter-City Truck Lines Limited
International Cartage Limited
Jones Transport Limited
Keystone Transport Company
Kingsway Transports Limited
Lawson's Transport Limited
Lewis Transport Limited
The Walter Little Limited
M & P Transport Limited
Maislin Transport Inc.
Montreal-Cornwall Express Lines Ltd.
Montreal Ottawa Express Limited
Morrice Cartage Limited
Motorways (Ontario) Limited
Muirhead Forwarding Limited
The McAnally Freight-Ways Co. Limited
McKinlay Transport Limited
McNeil Transport Limited
Norman's Transfer Limited
Northern Transport Limited
The Overland Express Limited
Reliable Transport Limited

Scobie's Transport Limited
Scott Transport Limited
Simmonds Transport Limited
Smith Transport Limited
Star Transfer Limited
Thibodeau Express Limited
Toronto-Peterborough Transport Co. Ltd.
Wallace Transport Limited
Wilke Mover & Cartage.

ADDENDUM (PAUL SIREN)

As a matter of clarity, I would like to point out that in addition to my joining with the Chairman on matters reported in his Report up to and including the "Strikes and Lockout" section, I concur in the Report with respect to the "Recognition of Locals at Kingston and London" section.

1. Vacations

The Board was informed that the current agreement between the Car Carriers group represented by the Motor Transport Industrial Relations Bureau and the same Union involved in this dispute provides for 3 weeks vacation with pay after 12 years of service. There is a growing trend to provide long-service employees with 4 weeks of vacations in industry generally.

I recommend that the parties incorporate in the terms of the contract a provision for 3 weeks vacation with pay after 12 years employment and four weeks vacation with pay after 20 years employment, in addition to the existing provisions covering employees with less than 12 years employment.

2. Hours of Work

The present 48-hour work week in this, a major industry in Canada, is an unfair burden upon the employees in the industry. Almost every major industry, if not all major industries, are on a 40-hour work week.

Recognizing that the impact on the industry would be quite severe initially if the work week were reduced from 48 to 40 hours at once, I am prepared to recommend a gradual reduction of the work week. Nevertheless, irrespective of the cost that may ensue from payment of additional overtime (unless the work can be performed without such payment) it would be unfair to continue to retain the 48-hour work week.

I therefore recommend that the work week be reduced by one (1) hour to 47 hours beginning June 1, 1962. I also recommend that effective October 1, 1962, the work week be reduced by one (1) hour to 46 hours and effective October 1, 1963, the work week be reduced to 45 hours per week. This would still leave the employees of this industry considerably behind workers in Canadian industry generally. This recommendation would not involve maintenance of take-home pay.

3. Piggyback

The recommendation of the Chairman is a step forward in securing the job rights of employees, but with respect to his view, I consider that job security is paramount in considering this matter. The Union is entitled, in my view, to protect the jobs of its membership as its trade union function and as a duty to the economy of the nation.

While recognizing the continued use of piggyback operations, I recommend contractual provisions that would protect the jobs of all bargaining unit employees. In other words, introduction of piggyback operations should not deprive members of the bargaining unit of jobs, and such piggyback operations would be an expansion of the work performed by bargaining unit personnel.

4. Brokers or Owner-Operators

I join with the Chairman in emphasizing the urgent need for a legislative regulatory body that would establish minimum standards for the industry. I concur with the views expressed by the Chairman that lack of such standards (i.e., minimum wage standards) have largely contributed to the tensions in employer-employee relations. The struggle to maintain wage standards at any decent level is a source of great stress in relations in the industry.

I recommend that the parties to the agreement provide a contractual provision which would assure protection, to all employees in the bargaining unit, of jobs normally accruing to the bargaining unit. Such a provision would give bargaining unit employees preference to jobs in the industry.

In the event of owner-operators being employed by the industry, it is my recommendation that the agreement spell out that such owner-operators come within the jurisdiction of the collective agreement in all respects, including wages, hours, other economic benefits and including the payment of union dues. As a further protection to ensure that proper wages are being paid, I recommend that wages be paid by separate cheque, and any expenses or other monies paid by the employer to the owner-operator, be in the form of a cheque apart from wage payment.

With respect to the matter of jurisdiction raised in connection with this matter, it is my view that the parties are free to agree to such a provision in the contract, and in view of this matter being before this

Board as a matter in dispute, it is proper for the Board to so recommend.

5. Term

I recommend the agreement to take effect on October 1, 1961, the date subsequent to the expiry date of the present agreement. I further recommend the agreement be entered into for a 3-year period from October 1, 1961, expiring September 30, 1964. I see no reason why the employees should not be entitled to benefits beginning with the date following the expiry date of the current agreement.

6. Welfare

I concur with the recommendation of the Chairman appearing on page 17 of the [original] report, item No. 2 [under "Health and Welfare, Pensions . . . Contract"], to the effect that beginning with June 1, 1962, the employer shall contribute the sum of $12.00 per month for each employee to the Ontario Teamsters Welfare Fund, Health and Welfare Account. (I am aware that the Chairman does not include the above payment in his second proposal on wages. My recommendation includes payment of the $12.00 per month for each employee in addition to my recommendation on wages.)

7. Pensions

I concur with the recommendation of the Chairman as they appear as items Nos. 1, 2 and 3 on page 18 of the [original] Report under the heading "Pensions."

8. Wages

It is my considered opinion that the hourly rate should be no less than $2.00 per hour during the course of the new agreement. Recognizing that my recommendations in some matters referred to this Board are in excess of the recommendations of the Chairman of the Board, I do wish to concur with the end rate suggested by the first wage proposal advanced by the Chairman—namely, a general wage increase of 22 cents per hour during the life of the agreement.

I do not agree that the dock operators and checkers receive less than the drivers, and my recommendation for the skilled mechanics is in excess of the recommendation of the Chairman. My recommendation also differentiates, in the application of effective dates, from the Report of the Chairman.

My specific wage recommendation is the following:

GENERAL WAGE INCREASE

Effective Date	*(Except skilled mechanics) Cents per Hour*	*Skilled Mechanics Cents per Hour*
October 1, 1961	8	10
October 1, 1962	7	10
October 1, 1963	7	9
Total	22	29

It is my understanding that the above recommendation concerning skilled mechanics would bring the mechanics to the same rate of pay now paid to mechanics under the Car Carriers contract between the Bureau and the Union.

It is not necessary for me to comment on the matter of settlement pay in view of my recommendation for full retroactivity.

9. Mileage Rate

I concur with the formula recommended by the Chairman on page 19 of the [original] Report (mileage rates to be increased by 1/10 of 1 per cent per mile for each 4-cent increase in the wage rate), except that I would apply this adjustment on the October 1 dates referred to above for the application of the wage increase.

All of which is respectfully submitted.

(*Sgd.*) PAUL SIREN,
Member.

ADDENDUM (M. O'BRIEN)

I appreciate having the opportunity of discussing the Report in the above-mentioned matter with the Chairman and my colleague on the Board.

I regret that I am unable to agree with their reports.

However, I am in agreement with the Chairman's Report in all matters except the following:

1. On "2(b)(viii)" starting at the top of page 7 of the [original] report [under "2. Highway Operations—(b) Regular-Run Drivers"]. It is my information that this item was not agreed on by the full committee and needs further clarification. I would, therefore, recommend that the parties clarify this section rather than accept it as presently drafted.

2. The issue as to brokers. I concur in the recommendation of the Chariman but am not in accord with page 16 starting at line 53 [of the original report] and continuing to the first paragraph beginning on p. 17 [under "Issue as to Brokers"].

Health and Welfare, Pensions and Wages, and Term of Contract

While I am not in agreement with the Chairman as to the overall cost of the settlement, I am in agreement that employees should match any contribution of the employer and I also support the idea that in these circumstances, welfare funds such as for pensions and insurance should be handled by an insurance company or a trust company.

Increased Costs

There was no justification for any increase shown in the Union presentation to the Board of Conciliation; on the other hand, the presentation of the Bureau to the Board clearly set out:

a. The difficult financial position in which the carriers find themselves and the fact that the total profits in the industry, as shown in DBS reports, would in their entirety pay only a very small increase.

b. The fact that increases over the past years in this industry have far exceeded any increase in the cost of living.

c. The fact that, on a percentage basis, the increase in wages in this industry has exceeded the average increases in hourly rates in manufacturing since July, 1949.

d. Settlements made by other industries and other unions covering the years 1961-62 and 1963 ranged from 13 to 18 cents for the 3 years.

e. Settlements made by other industries and other unions since August 1, 1961, ranged upward from 2 cents per hour per year, with the great majority in the 3- to 5-cent-per-hour range.

In view of the critical financial position of the industry, it seems to me that any increase at this time is inadvisable since it will undoubtedly work to the disadvantage of employees and employers alike.

However, the employers have offered an increase in an attempt to settle the matters in dispute, and in view of all of the circumstances and based on the evidence before the Board, it is my opinion that their offer is fair and reasonable and meets all the generally accepted criteria; therefore, I am not able to recommend any greater increase than proposed by the employers.

All of which is respectfully submitted.

(*Sgd.*) M. O'Brien,
Member.

Dated at Toronto, Ont., the 14th day of May, 1962.

Report of Board in Dispute between

Canadian Pacific Railway Company

and

Brotherhood of Locomotive Firemen and Enginemen

This is the decision of the Board constituted by the Minister of Labour on August 3, 1961.

The Board comprised R. V. Hicks, Q.C., representing the Company, Douglas M. Fisher, M.P., representing the Union, and was presided over by [His Honour] René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held at the Court House and at the CPR's main office, in Montreal.

The members of the Board are pleased to inform the Minister that, during conciliation, the parties have settled their differences and that they have signed a collective agreement, copy of which is attached to the present decision.

The whole respectfully submitted; Montreal, May 17, 1962.

(*Sgd.*) René Lippé,
Chairman

(*Sgd.*) R. V. Hicks,
Member

(*Sgd.*) Douglas M. Fisher,
Member

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including the Quebec Central Railway Company and Dominion Atlantic Railway Company) and the Brotherhood of Locomotive Firemen and Enginemen.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., of Toronto, and Douglas M. Fisher of Port Arthur, nominees of the company and union, respectively.

The Report is reproduced here.

Report of Board in Dispute between

Rio Algom Mines Limited (Nordic and Milliken Divisions)
and
United Steelworkers of America

This is the report of the Board of Conciliation which was appointed by you on or about the 13th day of March, A.D. 1962.

The Board met with the parties in Toronto on six different occasions, namely, May 4, 5, 12, 13, 15 and 16, 1962.

We are happy to advise that a complete settlement was reached by the parties. The particulars of the settlement are set out in the form of a Memorandum of Agreement, copies of which are attached hereto, and duplicate originals have been given to each of the parties.

At these meetings the Company was represented by:

Alex Harris, Director of Industrial Relations
G. M. Godfrey, Mine Manager, Nordic Mine
E. W. Cheeseman, General Mine Superintendent, Nordic Mine
D. A. Macfarlane, Assistant Treasurer
D. A. Ramsay, Personnel Officer, Nordic Mine
W. V. Piche, Personnel Officer, Milliken Mine.

And the Union was represented by:

O. Mancini, Area Supervisor
G. Gilchrist, Representative
H. Waisglass, Research Dept. Representative
G. Milling, Research Dept. Representative
R. Brunelle, President, Local 5615
N. Bilusak, Vice-President, Local 5615
G. Huston, Recording Secretary, Local 5615
K. Eikerman, Treasurer, Local 5615
L. Barnes, President, Local 5417
G. Levesque, Vice-President, Local 5417
J. Whitehead, Recording Secretary, Local 5417
P. Boychuk, Financial Secretary, Local 5417
J. Benoit, Treasurer, Local 5417

The Chairman would like to express his thanks and gratitude to the members of the Board who worked most diligently in assisting the parties to reach agreement.

All of which is respectfully submitted.

(*Sgd.*) H. C. ARRELL,
Chairman

(*Sgd.*) GEORGE S. P. FERGUSON,
Member

(*Sgd.*) D. B. ARCHER,
Member

Dated at Hamilton, the 19th day of May, 1962.

MEMORANDUM OF AGREEMENT

Memorandum of Agreement signed the 16th day of May, 1962, between Rio Algom Mines Limited and the United Steelworkers of America:

The negotiating committee for Rio Algom Mines Limited, Nordic and Milliken Divisions, and the negotiating committee for the United Steelworkers of America, Locals 5417 and 5615 of Nordic and Milliken Divisions, hereby agree to recommend to their principals the following terms of a collective agreement.

1. The term of the agreement to begin May 16, 1962 and to expire on May 16, 1965.

2. Wages—Wages and Savings Plan—Effective on the 16th day of May, 1962, the Company will increase all hourly wage rates in effect on the 15th day of May, 1962 by 3 cents per hour.

Effective on the 16th day of May, 1962, the Company will contribute at the rate of 5 cents per straight-time hour worked (including time not worked on paid holidays and during the vacation period) per employee for the purpose of a retirement savings plan under the conditions set out in the retirement savings plan agreement which is an appendix to and forms part of this agreement.

Effective on the 16th day of May, 1963, the Company will increase all hourly wage rates in effect on the 15th day of May, 1963 by 4 cents per hour. Effective on the 16th day of May, 1964 the Company will increase all hourly wage rates in effect on the 15th day of May, 1964, 5 cents per hour.

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Rio Algom Mines Limited (Nordic Division and Milliken Division), Elliot Lake, Ont., and the United Steelworkers of America.

The Board was under the chairmanship of His Honour Judge Hugh C. Arrell of Hamilton, Ontario. He was appointed by the Minister on the joint recommendation of the other two members, George S. P. Ferguson, Q.C., and David Archer, both of Toronto, nominees of the company and union, respectively.

The Report is unanimous and incorporates a Memorandum of Agreement signed by both parties in settlement of the dispute.

The Report is reproduced here.

3. The Company undertakes to pay to each employee on the payroll as of January 1, 1962, and still on the payroll as of May 16, 1962, the sum of $15.00.

4. The Union withdraws its request for continuity bonus.

5. The Company will provide the Union with a letter concerning Union recognition at a third uranium mine which may be opened in the Elliot Lake area and also as to the application of Company seniority in this respect.

6. (a) All employees presently receiving the first-class trades rate shall continue to receive the first-class trades rate. (b) The Company will review the qualifications of the present second-class tradesmen with a view of upgrading them to first-class if they are qualified. (c) Employees presently receiving second-class trades rate will continue to receive second-class rate plus any general wage increases as provided in this memorandum of agreement.

7. The attached articles, with the exception of Article 22.02 and 26.01, shall form part of the memorandum and constitute the agreement between the parties. These two articles will be discussed and will be included in the agreement.

Signed on behalf of the Company
ALEX HARRIS

Signed on behalf of the Union
O. MANCINI
JOHN A. WHITEHEAD
ROGER BRUNELLE
G. H. GILCHRIST

Signed on behalf of the Board
H. C. ARRELL

Dated at Toronto, the 16th day of May, 1962.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Seven Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in seven cases heard on various dates between November 14, 1961 and February 16, 1962.

One of the disputes was over a claim for a portion of the monthly guarantee by an employee who before assuming an assignment was "bumped" by another higher in seniority, one case resulted from the claim by a yard foreman and a yard helper for pay for the time they were held out of service while criminal charges against them were being settled by the courts; and another was about the number of employees who should man a trackmobile.

Four cases concerned claims for extra pay. Two different cases involved claims by an engineer and a fireman for work that they were required to perform en route; another a claim by an engineer and a fireman for payment for "lap-back"; and the fourth, a claim by an engine crew when they were required to use an alternate route.

The contention of the employees was sustained in two cases and was not sustained in four. In the seventh case the decision was a compromise.

Three of the cases were decided by a referee, whose award constituted the decision of the Board.

Summaries of the seven cases, Nos. 781 to 787, are given below.

Case No. 781—*Dispute between Canadian Pacific Railway (S.D. & P.C. Dept.) and the Brotherhood of Railroad Trainmen,* ex parte, *over the claim of a buffet car steward for 15/30ths of monthly guarantee, when bumped by senior employee before assuming an assignment he had bid for.*

Two buffet car stewards bid for and were awarded an assignment, one on a regular and one on a relief crew. The senior of the two men took the "A", or first half of the month, leaving the relief, or second portion for the other. The junior man was due to begin his assignment on November 16, but on that date, before he had begun to work the assignment, he was "bumped" by a senior man. He claimed half of the monthly guarantee for the period November 1 to 15 while he was waiting to begin his assignment.

The union contended that since the steward was held and was available as a relief during the period in question, he was entitled to a proportion of the monthly guarantee for that period.

The company contended that in bidding, the steward had accepted the conditions of the assignment, which included the possibility that he might be displaced by a senior man. It also argued that the assignment was made under conditions in which the union had acquiesced for many years without protest. The steward was not entitled to a proportion of the monthly guarantee for an assignment on which he had done no work.

It was not an act of the employer that had resulted in the steward's losing time, but was due to the act of another employee in exercising his seniority rights, the company continued. It was an accepted principle that the operation of seniority rules should not result in extra expense to the company.

The company further stated that it had twice asked the union to say on what rule it was basing its claim, but without getting any reply. It must therefore be concluded, the company contended, that there was nothing in the present collective agreement to support the claim.

Because there was no rule in the agreement to support the claim, the Board did not sustain the employees' contention.

Case No. 782—*Dispute between Chesapeake and Ohio Railway (Pere Marquette Division) and Brotherhood of Locomotive Engineers* (ex parte) *over a claim for 100 miles at through freight rate by an engineer and a fireman required to perform work at a station en route.*

The engine crew of a Chesapeake and Ohio freight train running between St. Thomas, Ont., and Buffalo, N.Y., over New York Central rails was asked by the NYC dispatcher at Welland to set out a NYC engine disabled by a hot box. This task required 1 hour and 45 minutes.

In accordance with the rule in the agreement covering extra service, the crew was paid continuous time for the trip St. Thomas to Buffalo plus two hours, the agreed upon minimum, for time consumed assisting the NYC train. The engineer and fireman then claimed 100 miles at through freight rate, citing another rule in the agreement dealing with switching.

The contention of the employees was not sustained.

Case No. 783—*Dispute between Chesapeake and Ohio Railway and Brotherhood of Locomotive Engineers over a claim by an engineer and a fireman for payment for "lap-back".*

An engineer and a fireman were assigned to turnaround local service with two round trips a day between Chatham and Wallaceburg, Ont., a total distance of 91.6 miles. After having made a single trip from Chatham to Wallaceburg, they were required to return on the same line only as far as Dresden, go back to Wallaceburg, and then return to Chatham. They claimed "lap-back" time for the round trip from Wallaceburg to Dresden.

The union, in its contention, cited the rule in the agreement dealing with "destination" in support of the claim that the journey from Wallaceburg to Dresden was a lap-back trip for which the men were entitled to extra pay.

The company, in its contention, said that the men on the occasion in question had made two turnaround trips within their assigned territory on an assignment that called for two such trips within the territory. The men had been paid on a continuous time basis. The only possible ground for complaint, the company said, seemed to be that one of the turnaround trips did not cover the whole of the advertised territory.

The company stated that the rule quoted by the union was a compromise that had been agreed upon by it and the union regarding *additional* mileage or *additional* turnaround trips made in connection with the turn or straightaway trip called for, or in addition to the straightaway or turn assignment being worked.

It contended further that the crew in making the second turn trip was not making what was commonly known as a lap-back move, but was rather following the trip called for in the assignment. The term "lap-back" itself contemplates a trip in addition to that bargained for in taking a regular assignment, the company explained.

The fact that only part of the mileage contemplated in the assignment was made did not serve to bring the lap-back rule into play, it contended.

The contention of the employees was not sustained.

Case No. 784—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over a claim by a yard foreman and a yard helper for time held out of service while criminal charges against them were being disposed of.*

On August 24, CNR constable arrested a yard foreman and a yard helper whom he had seen removing lumber from a flat car. The next day they were convicted and given a six-month suspended sentence.

Both men were given notice in writing by the company to report for investigation of the charges on August 29. The investigation was postponed until September 7 to suit the convenience of the men. At the investigation they admitted that they had been found guilty of the charges, and in consequence they were discharged by the company.

The men's lawyer appealed the magistrate's decision and on January 4 the appeal court quashed the conviction. The company was told of this on January 5. On January 6 the union moved to have the

men reinstated, and one was reinstated, on January 9 and the other on January 10. On January 17, the two men formally claimed pay for eight hours a day at yard rates for the time they had been off duty.

The union stated in its contention that when the two men had been arrested they were taking the lumber off the car because part of the load had shifted and was projecting over the end and side of the car in a way that was dangerous and would have made it impossible to couple the car to other cars. The crew members were loading the lumber on the running board of the engine to take it to the yard office, where they intended to report the matter to the yardmaster.

The union contended that the men had been unjustly held out of service, and were entitled to pay for the time lost.

Quoting the article in the agreement on discipline, the company stated that it had strictly complied with all the prescribed conditions in investigating the case and dismissing the men. The fact that the men did not notify the company, within the 30-day period specified in that article, of their intention to appeal the dismissal "clearly establishes that there is no basis for their claim", the company said.

"Under the particular circumstances of the dispute", the Board sustained the contention of the employees.

Case No. 785—*Dispute between Chesapeake and Ohio Railway (Pere Marquette District) and Brotherhood of Locomotive Engineers,* ex parte, *over the claim of an engine crew for a separate day when required to use alternative route between Detroit and Windsor.*

The Chesapeake and Ohio Railway and the Brotherhood of Locomotive Engineers agreed that, beginning December 1, 1955, Detroit terminal yard crews would handle in both directions between Rougemere (Detroit) yard and the C & O tracks in Windsor, the transfer of cars not handled by Canadian division road crews or by car ferry. The C & O tracks were adjacent to the Canadian Pacific yards in Windsor.

During negotiation of this agreement, it was made clear that there were two alternative routes between the two points: via the Essex terminal, and via Pelton, Ont., to Walkerville Junction to the CPR yard.

From December 1, 1955 to September 8, 1958, the first route had been used. The union therefore argued that this route via the Essex Terminal had been settled upon and had become "the established negotiated practice".

Then, for a period in 1958, crews were required to use the second route, via Pelton, which caused them to travel 7 miles farther. Contending that this was in violation of a clause in the agreement that provided for payment of a separate day to engine crews required to perform extra road service beyond the recognized assignment, an engineer and a fireman submitted a claim for 100 miles at yard rate of pay on September 8 and all subsequent dates on which they were required to deliver cars to Pelton.

The company contended there was no support under the rules for the penalty payment claimed.

The Board of Adjustment submitted the dispute to a referee, and the referee's award became the decision of the Board.

The referee disagreed with the union's contention that the use of the first route had become an "established negotiated practice."

In his award he went on to say, "In my opinion, both alternatives have to be considered as being part of the said section [of the agreement], which merely states that the Detroit Terminal yard crews will handle the cars referred to therein between two points, that is, Rougemere and the Chesapeake and Ohio tracks in Windsor."

Holding that either of the routes could be used, he argued that "the issue is accordingly restricted to the following question: 'Was the company entitled under the second alternate route to require the . . . yard crew to deliver Windsor local cars via New York Central from Rougemere, Detroit, to Pelton, Ontario?'

"If I answer this question in the negative, it will mean that, under no circumstances whatsoever, a yard crew which is ordered to operate via this second alternate route can be called upon to stop short of the said route. Yet, this is exactly what the Brotherhood is complaining of in the present dispute."

The referee went on to say that if it was open to the company to use either of the alternate routes, as he believed it was, he failed to see how it could be said "that the company violated the letter or the spirit of the said section when it called the yard crew . . . to use the 'via Pelton' route, but to return upon reaching this point, the whole without returning to Walkerville Junction and thence to Canadian Pacific Yard."

For these reasons the referee dismissed the grievance.

Case No. 786—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over the consist of crew on trackmobile used in switching in Point St. Charles shop yard, Montreal.*

The claim of the Brotherhood that the operation of a trackmobile, manned by shop craft employees, for moving cars in the defined shop track area at the Point St. Charles shop yard was in violation of an article in the agreement was upheld by the Board in its ruling in Case No. 718 (L.G., 1960, p. 172). But although the Board decided that the trackmobile should be operated by yardmen, it stated that the number of such men to be assigned per shift, was a matter for negotiation between the parties.

Subsequent attempts to negotiate a settlement of the dispute failing, the matter was again referred to the Board for final settlement, and on the request of the Board the Minister of Labour appointed a referee to decide the case.

The referee disagreed with the company's contention that since the case was being reheard in its entirety, he was empowered to alter the former decision of the Board and he accordingly decided that the only point to be dealt with was that of the number of yardmen per shift.

The employees, in their contention, quoted an article of the agreement which stated that "a yard crew shall consist of not less than one foreman and two helpers," except where the present practice is to have a foreman and one helper, in which cases the present practice will be continued until changed by agreement between the parties.

The union stated that the nature of the work and considerations of safety and efficiency precluded the use of a one-man crew, and it asked that not less than two men should be assigned.

The company recounted the efforts that had been made to negotiate the matter of the size of the crew. It stated that on May 16, 1960, it had sent the union representative a copy of an agreement, reached between it and the Trainmen's union in Winnipeg, to operate a trackmobile at the Transcona yards by a yard foreman without a helper.

After the failure of further attempts to negotiate the matter, the company stated that it had informed the union of its intention to have a yard foreman replace the carmen helpers operating the trackmobile in the Point St. Charles shops.

The referee, in his award, pointed out that the trackmobile in these shops was always operated between locked switches, and that the operators were instructed not to move more than five cars at a time, although the capacity of the machine was stated to be 12 cars at a time. He reviewed evidence as to the number and type of operators used on similar machines in six industrial railway yards, although he partly agreed with the union that no fair comparison could be drawn between industrial yards and railroad yards.

Referring to the union's contention that a trackmobile was analagous to a locomotive and required the same crew, he noted the company's contention that the article in the agreement quoted by the union could not be held to apply to a trackmobile. He agreed that the evidence was conclusive that no effective comparison could be made between a locomotive and a trackmobile.

He also noted that the union had requested an arbitration board to establish a "uniform crew consist rule for self-propelled machines."

The referee decided that: "One yard foreman assisted by one yardman shall be the crew consist in respect of the operating of a trackmobile at Point St. Charles between locked switches." He stipulated, however, that his decision should not preclude the parties from making additional representations to the arbitration board dealing with the proposed amendment to the existing agreement.

Case No. 787—*Dispute between Chesapeake and Ohio Railway (Pere Marquette District) and Brotherhood of Locomotive Engineers,* ex parte, *over the claim by an engineer and a fireman for 100 miles at yard rate of pay when required to perform switching en route.*

A Chesapeake and Ohio engineer and a fireman, while en route from Sarnia to St. Thomas, were required to deliver the Canadian Pacific cars in the train to the CPR at Chatham, work that was usually performed by the switch engine at Chatham. The union contended that the operation at Chatham constituted switching.

It quoted a rule in the agreement which stated that an engineer in road service who was required to do switching at a point where yard crews were employed would be paid eight hours at yard rates in addition to his road trip.

The union also stated that on six days of the week the delivery of cars to the CPR was done by yard employees, but that on the seventh day the road crew was required to do this work.

The union claimed payment for 100 miles for the crew.

The payment by the company of an identical claim made at an earlier date was cited by the union as evidence of the validity of the claim.

The company contended that the engine crew had not done switching within the meaning of the rule quoted by the union,

(Continued on page 888)

Legal Decisions Affecting Labour

British Columbia Court of Appeal confirms quashing of arbitration board award and of certification order, and quashes order replacing bargaining agent. B.C. Supreme Court declines jurisdiction over Canada Labour Relations Board; and in another decision awards damages for member's wrongful expulsion from a union

In British Columbia, the Court of Appeal confirmed the quashing of an arbitration board award under a collective agreement, on the ground that the Board made an error in law on the face of the award when deciding a question of law not specifically submitted to the arbitrators.

In another decision, the Court of Appeal confirmed the quashing of a certification order on the ground that the employer was denied the right to present evidence and make representations when, after having reported to the Board the withdrawals from the union membership of some employees after the application for certification had been filed, he was not given an opportunity to present evidence and make representations that might have resulted in the Board's ordering a representation vote.

In another decision, the Court of Appeal quashed the Labour Relations Board's order substituting a bargaining agent by an order issued under the general powers of the Board to vary or revoke its orders, and ruled that, as the replacing agent was a new union, the Board had to proceed under the mandatory provisions of the Labour Relations Act dealing with certification of a union as a bargaining agent.

The British Columbia Supreme Court declined jurisdiction to hear a *certiorari* application to quash certification decisions of the Canada Labour Relations Board on the ground that the Board, being located in the Province of Ontario, was outside the territorial jurisdiction of the British Columbia Court and was not amenable to the orders of the British Columbia Court.

In another decision, the British Columbia Supreme Court declared not valid an expulsion from the union of an employee on the ground that the majority report of the trial committee was signed by a person who replaced another member of the committee when the hearings were in progress, also because the expelled member was barred from the union meetings at which the trial committee's report was accepted and later ratified.

British Columbia Court of Appeal...

... upholds order that set aside an award of an arbitration board under a collective agreement

On December 11, 1961, the British Columbia Court of Appeal upheld the order of Mr. Justice Sullivan of the British Columbia Supreme Court, who set aside an award of an arbitration board (L.G., Feb., p. 221).

S. & K. Limited discharged one of its employees. Then a dispute arose between Local 1-423 of the International Woodworkers of America and the company as to whether the discharge had been "for proper cause" within Article 2, Section 2 of the collective agreement between the employer and the trade union. The reference that was submitted to arbitration read, "Was Jack Spencer, an employee of S. & K. Limited, discharged on August 17, 1960, for proper cause?"

The arbitration board held, by majority decision, that the employee in question was not properly discharged and directed that he be reinstated and compensated for loss of pay. The company moved to quash the award, and Mr. Justice Sullivan of the B.C. Supreme Court set aside the award. From the latter decision, the union appealed.

The judgment of the Court of Appeal was delivered by Mr. Justice Sheppard. The arbitration award contained the following passage:

> The collective agreement between the parties qualifies the company's right to discharge employees. There is the requirement of "just cause" and an Arbitration Board is empowered to dispose of a discharge grievance by any arrangement which is just and fair in the Board's opinion.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Mr. Justice Sheppard noted that Article 2, Section 2 of the collective agreement gave the employer the right to discharge employees "for proper cause." "Proper cause," in his opinion, involved two questions: (1) a question of law, namely, what is the definition of "proper cause"; and (2) a question of fact, namely, whether the evidence establishes those facts necessary to bring the case within the definition of "proper cause."

In the case under review, the arbitration board had defined "proper cause" as that "which is just and fair in the Board's opinion." In Mr. Justice Sheppard's opinion, this was incorrect. What is "proper cause" is that so declared by the law, and not necessarily that "which is just and fair in the Board's opinion." Consequently, there was an error in law on the face of the award.

As the question of what is "proper cause" had not been specifically submitted to the arbitrators, the principle applicable to the situation at bar was stated in *A. G. Man. v. Kelly, Kelly v. A. G. Man.* (1922), 1 A.C. 26, where Lord Parmoor said:

> Where a question of law has not specifically been referred to an umpire, but is material in the decision of matters which have been referred to him, and he makes a mistake, apparent on the face of the award, an award can be set aside on the ground that it contains an error of law apparent on the face of the award.

Mr. Justice Sheppard referred also to *Re International Nickel Co. of Canada and International Union of Mine, Mill and Smelter Workers, Local 637* (L.G. 1960, p. 75), where Mr. Justice Laidlaw said:

> It appears to me that what the board did was to decide whether or not this employee should be dismissed in the circumstances; it did not decide whether or not there was just cause for his dismissal. The matters considered and determined by the board were beyond its jurisdiction. It was not the function of the board to determine whether or not the company acted reasonably or in proper exercise of its discretion in discharging the employee or to determine that the company should not have discharged him. The board not only exceeded its powers but it omitted to clearly determine the real issue before it. The award cannot be regarded as a proper determination of the issues as clearly defined by the parties and in evidence.

According to Mr. Justice Sheppard, these quotations properly defined the error of the arbitrators in the award under review and therefore, the award was properly quashed on the ground of error in law appearing on the face of the award.

The Court of Appeal dismissed the appeal and upheld the quashing of the award by the trial judge. *International Woodworkers of America, Local 1-423 v. S. & K. Ltd.*, (1962), 31 D.L.R. (2d), Part 6, p. 463.

British Columbia Court of Appeal...

... upholds judgment quashing certification order because employer kept from making representation

On January 23, 1962, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Wilson of the B.C. Supreme Court quashing a certification order on the ground that the employer was not given an opportunity of making written or oral representations, contrary to Section 62(8) of the British Columbia Labour Relations Act.

The Bakery and Confectionery Workers' International Union of America, Local No. 468, had applied, pursuant to Section 10 of the Labour Relations Act, to be certified as a bargaining agent for a unit of employees of Rotary Pie Service of Vancouver.

Upon receipt of the application, the Board sent a notice on June 12, 1961 advising the employer of the application received and stating that "written submissions concerning this application will be considered by the Labour Relations Board if received in the office of the undersigned within ten (10) days of the date of this notice."

Following receipt of this notice, the company's solicitors, on June 19, 1961, wrote to the Board, *inter alia:*

> We are advised that of a total of nine employees, seven employees made application to join the Bakery and Confectionery Workers' Union, but that four of the seven employees have subsequently resigned from the union. We are informed that the four employees who have now left the union are . . .
>
> In view of the above may we respectfully request that a hearing be held with respect of this application.

In its reply of June 20, 1961, the Board wrote: "This will acknowledge receipt of your letter of June 19th. . . This will be placed before the Labour Relations Board."

Without further communicating with the employer, the Board issued a certificate on June 27, 1961, determining that the company's employees, except those excluded by the Act, office staff and salesmen, were a unit appropriate for collective bargaining, and that the Bakery and Confectionery Workers' International Union of America, Local 468, had complied with the requirements of the Act, and certifying that union for the purposes of collective bargaining as the trade union for all such employees.

The employer challenged the Board's decision and Mr. Justice Wilson of the B.C. Supreme Court quashed the certification on the ground that the Board had failed to give the employer an opportunity to present oral or written representations, contrary to Section 62(8) of the Labour Relations Act.

The judge construed the company's reply of June 19, not as a representation, but as a request for a hearing at which it might present its evidence and make its representation and, accordingly, he held that granting the certificate without further notice to the company withheld from it the statutory right to an opportunity to present evidence and make representations.

Mr. Justice Wilson's decision was appealed by the Board.

The Board based its appeal on the ground that the company's right was limited to presenting evidence and making representations as to the facts set out in the solicitors' letter of June 19, 1961, and the effect thereof on the union's right to certification, and that, under Section 12 of the Labour Relations Act, it was the situation as it existed at the date of the application which alone must have been considered by the Board, and resignations after that date were immaterial. Therefore, the company was not deprived of an opportunity to present evidence or make representations which could have had any relevancy to what the Board had to determine.

The material parts of Section 12 of the Act, which are relevant to the case under review, are as follows:

Section 12(3). If the Board is in doubt
(a) as to whether a majority of the employees in the unit were, at the date of the application, members in good standing of the trade union making the application, the Board shall direct that a representation vote be taken;
(b) as to whether a majority of the employees in the unit wish to be represented by the trade union making the application, the Board may direct that a representation vote be taken.

(4) If, on the taking of a representation vote under Subsection (3), a majority of the ballots of all those eligible to vote are cast in favour of the trade union, or if the Board is satisfied that a majority of the employees in the unit were, at the date of the application, members in good standing of a trade union, the Board shall certify the trade union for the employees in the unit.

(5) If
(a) the Board is satisfied that less than a majority of the employees in the unit were, at the date of application, members in good standing of the trade union; or
(b) on the taking of a representation vote under Subsection (3), less than a majority of the ballots of all those eligible to vote are cast in favour of the trade union; or
(c) the Board is satisfied that the trade union has falsely represented membership in good standing.

the Board shall not certify the trade union for the unit.

Mr. Justice Davey, in his reasons for judgment, noted that the clauses of Section 12 were not too clear. The Board is required to certify a union if it is satisfied that the majority of the employees were members of the union at the date of application for certification; it is required to reject certification if it is satisfied that less than a majority were members of the union at that date.

Under Clause 3, the Board is authorized to direct a representation vote to be taken if it is in doubt as to whether a majority of the employees were members of the union at the date of application for certification, or if it is in doubt as to whether a majority of the employees want to be represented by the union.

A representation vote under Clause 3(b) does not specifically relate the employees' wishes to the date of application, and a vote can only speak as of the date it is taken.

If the vote shows a majority of those voting to be in favour of the union, the Board must certify it; if a majority votes against the union, the Board must reject the application. It is possible, Mr. Justice Davey added, that, for various reasons, a majority of the employees voting may favour the union, even though a majority of them were not members of the union at the date of application, and *vice versa.*

Thus, on any application where the Board directs a representation vote, the result of the vote would require the Board to certify or refuse certification when, if there had been no representation vote, it would have been required to do the opposite. Mr. Justice Davey assumed that, having directed a representation vote, the Board would act on the result of it. He thought that the alleged withdrawal of four employees from membership in the union after the date of application was relevant to the situation under review.

An examination of the written evidence and an argument at the hearing before the Board as to withdrawal of some employees from the union might have created sufficient doubt whether the majority of the employees wanted the union to represent them and might have induced the Board to order a representation vote. Such a vote might have been against the union and led to rejection of its application.

Mr. Justice Tysoe, in his reasons for judgment, pointed out that, pursuant to Sections 10 and 12 of the Act, when an

application for certification is made, the Board should determine three things, namely: (1) whether the unit is appropriate for collective bargaining; (2) whether a majority of the employees in the unit were, at the date of the application, members in good standing of the trade union making the application; and (3) whether a majority of the employees in the unit wish to be represented by the trade union making the application. Evidence or representations going to any of these three matters would be relevant and should be received by the Board.

Further, in Mr. Justice Tysoe's opinion, a certification should not be granted unless the Board is satified that a majority of the employees in the unit are: (1) members in good standing of the trade union making the application, and (2) wish to be represented by the applicant.

The legislation set out the point of time, namely the date of application, to determine union membership in good standing. The point of time as to determining the wish of the employees in the unit to be represented by the applicant union has not been specifically set out, but clearly it is not intended it should be as "at the date of the application." When an employee casts his ballot in a representation vote, he is expressing his wish at that time and not as it was at some earlier time. By Regulation 14(4), the employees eligible to vote are to be the employees in the unit at the date of application for certification, except where otherwise determined by the Board.

In order to secure industrial peace, the union representing a unit must have the confidence of a majority of those employees. This requires, in Mr. Justice Tysoe's opinion, that consideration be given to any material change in the relationship of the employees and the union, or in the wishes of a majority of the employees which may take place between the date of the application and the time of the adjudication. It would be contrary to the policy of the Act for the Board to ignore such events, although they may occur after the date of the application.

Mr. Justice Tysoe concluded that the date of the application does not govern as to the wishes of a majority of the employees regarding representation by the union which makes the application for certification. Resignations from the union may or may not mean that those who have resigned do not wish the union to represent them, but they are of sufficient significance to raise a serious doubt about the matter. Such a doubt ought to be resolved.

Consequently, in his opinion, evidence and representations as to the facts set out in the letter of the company's solicitors to the Board of June 19, 1961, referring to the resignation from the union, were relevant and material to the question of whether a majority of the employees in the unit wished to be represented by the applicant union, which was one of the questions the Board was required to determine.

The Court unanimously dismissed the appeal and upheld the lower court's judgment quashing the certification order. *Re Labour Relations Board; Re Bakery and Confectionery Workers' International Union of America, Local 468,* (1962), 37 W.W.R., Part 8, p. 374.

British Columbia Court of Appeal...

... quashes Labour Relations Board's substitution of bargaining agent by varying certification order

On February 7, 1962, the British Columbia Court of Appeal, by a majority decision, quashed an order of the British Columbia Labour Relations Board which had substituted a new union as a bargaining agent by varying the certification order instead of proceeding as for the certification of a new union. The majority of the court held that the sections dealing with certification were special provisions of mandatory character and, as such, the Board could not detract from these provisions by using its general powers.

In July 1952, the Labour Relations Board, acting under the British Columbia Industrial Conciliation and Arbitration Act (since replaced by the Labour Relations Act), certified the Fruit and Vegetable Workers' Union, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, as bargaining agents for the employees of 23 employers in the Okanagan Valley.

Thereafter, a jurisdictional dispute arose between the Fruit and Vegetable Workers' Unions and the Teamsters union, and this was finally settled through the good offices of the Canadian Labour Congress, which agreed to grant a charter to a new union to take over all the jurisdictions, rights, assets and liabilities of the nine Fruit and Vegetable locals and receive such of the members of those locals as would transfer to the new union.

In November 1958, the Canadian Labour Congress, by charter, established a local union known as B.C. Interior Fruit and Vegetable Workers' Union, Local 1572, with which, by 1959, the locals of the Fruit and Vegetable Workers' Union had merged, and to which all of the property, claims and membership of the locals had been transferred.

Local 1572 then applied to the Labour Relations Board to vary the certificate under which the nine locals had been appointed the bargaining representatives for the unit, by changing the name of the unions to Local 1572. Notice of the petition and full information were given to all interested parties, including the Oliver Co-operative Growers Exchange.

This company challenged the petition, contending that the petition involved not a mere change of name of a continuing entity, but the substitution of one entity for another as the bargaining representative for the unit; it submitted that this could only be done under Sections 10 and 12 of the Labour Relations Act by proceedings for the decertification of the appointed entity and certification of the new.

On May 25, 1959, the Board, pursuant to Section 65(2) of the Labour Relations Act, issued a "Variation of Certificate" order by which the certification order of July 1952 was varied by deleting the name Fruit and Vegetable Workers' Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, and inserting in their place the name of B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572.

The company then moved for a writ of *certiorari* to quash the order on the ground that the Board had acted without jurisdiction. Mr. Justice Brown of the British Columbia Supreme Court dismissed the motion in November 1960, on the ground that, under Section 65(2), the Board had jurisdiction to vary a certificate by substituting one union for another without going through the process of decertification and certification under Sections 10 and 12 of the Act (L.G., Jan., p. 76). Mr. Justice Brown's decision was appealed by the company.

In the Court of Appeal, Mr. Justice Sheppard noted that the company contended that the Board's order of May 1959 was the certification of a new union and therefore outside the powers of the Board contained in Section 65(2). Also, he noted that the trial judge had found that "there was more than a mere change of name" of the unions in the situation under review. Initially, certification was granted to nine distinct locals. The Board's order of May 1959 cancelled the certification of these various locals and certified one local—B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572.

Therefore, those various locals did not continue under a new name but, on the contrary, were replaced by a new and distinct local. The assets were not to remain in the original locals continuing under a new name, but were to be transferred to a newly created local. Also, the membership in this new local, No. 1572, depended upon eligibility and admission. Mr. Justice Sheppard concluded that this was not the case of a mere change of name, but of the certification of a new union.

Under these circumstances, in his opinion, the order of May 1959 was outside the powers of the Board under Section 65(2) of the Act. Section 65(2) is a general provision to the effect that the Board "may vary or revoke any such decision or order," while Sections 10 and 12 are special provisions dealing with the certification of a union. Consequently, Sections 10 and 12, being special provisions, were intended as an exception to Section 65(2) and not to be derogated by the general powers of Section 65(2).

Section 10(1), Mr. Justice Sheppard continued, states the circumstances under which a union may be certified, and that is against the implication of the power to make such certification under other circumstances, and therefore against any general power under Section 65(2). Section 12 provides, in mandatory language, that on an application for certification, "the Board shall determine whether the unit is appropriate for collective bargaining" (Sec. 12(1)), shall make certain inquiries (S. 12(2)) and in certain events "shall direct that a representation vote be taken" (S. 12(3)). These provisions, being mandatory, must be observed, and the failure to observe them would nullify any order made in contravention of these provisions.

In Mr. Justice Sheppard's opinion, the variation of the certificate in question had not only cancelled the certification of the various locals previously certified, but also had certified Local 1572, and this was beyond the powers contained in Section 65(2). Referring to *Re Hotel and Restaurant Employees International Union, Local 28* (L.G. 1954, p. 561), Mr. Justice Sheppard noted that, after a union had been certified for the employees of certain hotels, the Board issued an order under Section 65(2) eliminating from the certification the employees of the Alcazar Hotel and the order was held valid by the court.

However, the order in question contained no certification within Section 10 or 12. The court merely eliminated from the unit appropriate for collective bargaining the employees of the Alcazar Hotel, but the certification initially granted continued throughout. Therefore, in Mr. Justice Sheppard's opinion, that case should be distinguished from the situation under review.

The Board and the union also contended that the variation of the certificate in question was a mere change of name within Regulation 9(2), which was enacted by the Labour Relations Board with the approval of the Minister pursuant to Section 63 of the Labour Relations Act. Section 63 permits the Board, with the approval of the Minister, to make regulations "governing its procedure under this Act . . ."

Mr. Justice Sheppard pointed out that Regulation 9A was an enactment of a subordinate legislative body with power to enact rules of procedure (Section 65) but without power to amend any enactment of the legislature. The Board, a subordinate legislative body, cannot override the express provisions of Sections 10 and 12, and Reg. 9A must be subject thereto.

In any event, the regulation provides that "in no instance shall the procedure be used to change the unit to which the certificate relates." The trial judge had already found that, in the situation at bar, "there was more than a mere change of name." The locals originally certified were different from Local 1572. It follows that there was a certification and variation of certificate in the decision of the Board, which went beyond the powers of the Board under Section 65(2). In conclusion, Mr. Justice Sheppard would allow the appeal and would quash the Labour Relations Board's order of May 25, 1959.

Mr. Justice Tysoe, in his reasons for judgment, recalled the wording of Section 65(2), which is as follows:

S. 65(2) The Board may, upon the petition of any employer, employers' organization, trade union, or person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or revoke any such decision or order . . .

In Mr. Justice Tysoe's opinion, the word "vary" in Section 65(2) does not embrace the substitution of another union for that set out in a certificate of bargaining authority, for that would amount to a new and different certification—a replacement of one union by another. In his opinion, so radical a change could be brought about only if the requirements of Sections 10 and 12 were met and complied with and if the Board acted under those sections. A different union (and, in his opinion, Local 1572 was a different union) must apply for certification, not for a variation of an existing certificate.

In his opinion, Section 65(2) could not be used as a short-cut to certification of a union different from that which had been already certified. It would be contrary to the policy of the Act for another union to be certified, under the general power of the Board to vary a certificate as bargaining agent in the place of one already certified. If that could be done, the employees and employers could be deprived of the rights and protection given to them by Sections 10 and 12 of the Act.

Further, Mr. Justice Tysoe found that the evidence showed that there was no mere change of name and that Local 1572 was not the same union as Fruit and Vegetable Workers' Unions locals. It was argued, however, that this question was one for the Board to decide, that it was one of the issues of fact which the Board was given jurisdiction to determine, and that, even if the Board decided wrongly, the court could not interfere.

This contention raised the question whether the Board's order varying the certificate was based upon an erroneous finding as to a collateral or preliminary fact essential to the Board's jurisdiction to entertain and adjudicate upon the application for variation. The rule applicable in this respect is that an inferior tribunal cannot, by a wrong decision with regard to a collateral fact, give itself a jurisdiction which it would not otherwise possess.

Mr. Justice Tysoe came to the conclusion that the question whether Local 1572 was the same union as the Fruit and Vegetable Workers' Locals, or a different union, was a collateral or preliminary one which had to be considered and decided by the Board before it could proceed to adjudicate upon the petition for variation. In his opinion, the jurisdiction of the Board and its power to act under Section 65(2) depended upon the correct answer to that question.

As he thought that Local 1572 was not the same union as the Fruit and Vegetable Workers' Locals but a different union, there was no jurisdiction in the Board to make the order it did make. He would allow the appeal and direct that the order of the Board be quashed.

Mr. Justice Davey, in a dissenting opinion, held that Section 65(2) of the Act conferred a plenary power on the Labour Relations Board to vary or revoke a former order in appropriate circumstances and was intended to supplement the other powers expressly conferred upon the Board in order to put it fully in command of any special situation requiring variation or revocation of a former order, and thus to provide necessary flexibility.

He did not consider the case at bar as essentially a matter of decertification of a presently certified union and certification of another independent union, but rather

as a case where, although in law there had been a change in the entity, the Board found that Local No. 1572 was, by the circumstances and its succession, sufficiently identified in substance and interest with the nine certified locals to justify varying the certificate by substituting the new union for those it had succeeded.

In Mr. Justice Davey's opinion, this then was a case, not specifically provided for by the Act and falling outside the ordinary operations of Sections 10 and 12, that might properly be dealt with under the power conferred by Section 65(2). Therefore, the Board had the power to make the order in question and the order could not be quashed upon *certiorari* for lack of jurisdiction. Mr. Justice Davey would dismiss the appeal.

The Court, by majority decision, allowed the appeal and quashed the Labour Relations Board's order of May 25, 1959. *Oliver Co-operative Growers Exchange v. Labour Relations Board and Okanagan Federated Shippers Association and B.C. Interior Fruit and Vegetable Workers' Union, Local 1572,* (1962), 37 W.W.R., Part 8, p. 353.

British Columbia Supreme Court . . .

. . . declines jurisdiction over federal Labour Relations Board sitting outside the province

On November 14, 1961, Mr. Justice Brown of the Supreme Court of British Columbia ruled that the Supreme Court of British Columbia had no jurisdiction to hear a *certiorari* application to quash certification decisions of the Canada Labour Relations Board sitting outside the province of British Columbia.

The Canada Labour Relations Board certified three unions as bargaining agents for units of employees of Vantel Broadcasting Co. Ltd., all concerned residing in British Columbia. The employer brought *certiorari* proceedings before the Supreme Court of British Columbia to quash the Board's decisions.

Counsel for the Canada Labour Relations Board raised a preliminary objection that the Court was without jurisdiction to consider the motion. This submission was based on the fact that the members of the Board are in Ottawa, which is outside the province of British Columbia; that the Board's deliberations take place in Ottawa; and that the British Columbia Supreme Court Act does not empower the Court to intrude on matters of this kind beyond its territorial jurisdiction.

Counsel relied on several cases as to the refusal of the provincial courts to assert jurisdiction over persons in other provinces, and particularly on a decision of Mr. Justice Davey in *Re Bence* (1945), 22 CPR (pt. 2), 1, who refused to grant a writ of prohibition against the Restrictive Trade Practices Commission, a federal body. In his judgment, Mr. Justice Davey pointed out that the Combines Investigation Act stipulated that the Commission's place of business is in the City of Ottawa in the Province of Ontario, and he could not see how the Commission could be reached effectively if the Court should issue a writ of prohibition and the Commission should disregard it.

The company, in the case under review, pointed out that the matter of dispute arose entirely in British Columbia, everybody affected had been in the province, and all the information on which the Board acted came from an industrial relations officer of the federal Department of Labour stationed in Vancouver.

Further, the company claimed that the order of the Court would be valid and respected because the matters involved in the dispute were, although the Board is in Ottawa, property and civil rights within the province. If there was any difficulty in enforcing an order directed to persons in Ontario, the Court could enforce such an order by injunction in British Columbia if those outside its territorial jurisdiction refused or neglected to obey.

The unions involved in the dispute also took the position that the British Columbia Court had jurisdiction, as a realistic view made it clear that, in common sense, it was British Columbia alone that was involved.

The company also argued that the federal industrial relations officer residing in Vancouver had acted as an agent of the Canada Labour Relations Board and that, accordingly, the Board was in fact represented in the territorial jurisdiction of the British Columbia Court. Also, a reference was made to Section 17 of the rules of procedure of the Canada Labour Relations Board, which defines the duties of the chief executive officer of the Board, and it was pointed out that the federal industrial relations officer in Vancouver was in fact the representative of the chief executive officer in the province of British Columbia.

However, Mr. Justice Brown, following the reasoning of Mr. Justice Davey in the *Bence* case, did not consider that the duties, fact-finding and otherwise, of the federal industrial relations officer in British Columbia were such that he could be said to represent the Board so as to make it amenable to the orders of the British Columbia Court.

As the case at bar involved matters within the jurisdiction of the Parliament of Canada, in Mr. Justice Brown's opinion, the Parliament of Canada could empower a court such as the Exchequer Court to exercise exclusive jurisdiction in that regard. Such an enactment might be an answer to the company's complaint that it ought not to be forced to litigate a British Columbia matter in the courts of Ontario.

The Court upheld the preliminary objection of the counsel for the Canada Labour Relations Board that the British Columbia Court was without jurisdiction to hear the motion, and the application for *certiorari* to quash the decisions of the Canada Labour Relations Board was dismissed. *Re Industrial Relations and Disputes Investigation Act (Can.); Re National Association of Broadcast Employees and Technicians and Vantel Broadcasting Co. Ltd.; Re International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of United States and Canada and Vantel Broadcasting Co. Ltd.; Re Vancouver-New Westminster Guild, Local No. 115, American Newspaper Guild and Vantel Broadcasting Co. Ltd.* (1962) 37 W.W.R., Part 8, p. 345.

British Columbia Supreme Court . . .

. . . finds union member wrongfully expelled from the union, sets aside expulsion, awards damages

On December 12, 1961, Mr. Justice Verchere of the British Columbia Supreme Court, in an action for a declaration of wrongful expulsion from the union and for damages, found that a union member was wrongfully expelled from the union on the ground that the majority report of a trial committee was invalid and could not be cured by adoption and ratification by union meetings which the expelled union member was prevented from attending.

The action was brought against the Seafarers' International Union of North America, Canadian District, as a legal entity and against a union official in a representative capacity. As the B.C. Trade Unions Act of 1959 did not make provision to eliminate the representative action, Mr. Justice Verchere considered both these ways to be proper actions when seeking relief against trade unions. Apparently, however, he did not consider it proper to use both actions simultaneously, so he dismissed the action against the union official in representative capacity.

The plaintiff was a mariner and was, from 1954 to December 1960, for most of the time, a member in good standing of the union. The union in question was certified as a bargaining agent for the crew of the S.S. *Waitoma*, and the collective agreement applicable to the plaintiff contained a closed-shop clause.

In December 1960, charges of violating the union's constitution by certain acts or misconduct on the ship were laid against the plaintiff. A trial committee was elected by union members at a meeting and, in due course, the committee brought in its report, with one member dissenting, recommending that the plaintiff be denied further membership in the union. The majority and minority reports were submitted to the membership at a regular meeting held January 3, 1961, and the majority report was accepted by a resolution.

At the next regular meeting of the union, held January 16, 1961, the minutes of the January 3 meeting were read and accepted, thus purportedly complying with the provision of the union constitution regarding ratification which reads as follows:

Article XVII, Section 5. Whenever a member is found guilty and sentenced, the action is final upon ratification through the next regular meeting.

The plaintiff attended his trial, but he was not given a copy of the committee's report, and he did not attend the union meetings on January 3 and 16 because he had been told by the union secretary that, pending disposition of the charges against him, he was not permitted to enter the union hall, except when requested, presumably because of the clause in the union constitution providing that a "member under charges shall not be permitted to enjoy any of the membership's facilities or services . . ." (Art. 17, S. 8.)

There were three meetings of the trial committee. One of the members, after attending two meetings, could no longer attend the hearings and a special union meeting elected a replacement The new member of the trial committee attended the last meeting of the committee and signed the majority report. Although the constitution provides for the filling of a vacancy in the trial committee occurring before the date of trial by means of a special meeting, no provision is made to cover a vacancy that occurs when the hearings are in progress.

Thus, it was contended that the election of the replacement member was unconstitutional; that he had no right to sit with the committee nor to participate in the consideration and delivery of the report.

Mr. Justice Verchere, relying on judgments where a similar situation was dealt with, concluded that the member of the trial committee who had been added as a replacement, and who signed the report and

apparently participated in the final deliberations of the committee, did not have the necessary first-hand knowledge of all the evidence and of the conduct of the proceedings to allow him to consider and discuss that evidence with the others in the way he should have been able to do had he attended all the trial committee's meetings; therefore, the decision of the trial committee was vitiated by his participation.

In Mr. Justice Verchere's opinion, as the trial committee's report was invalid, it could not be made final and then ratified by successive regular meetings of the union. But, in any event, the plaintiff should have been informed of those meetings and permitted to attend and be heard. That did not happen, probably because of the union secretary's warning to the plaintiff not to enter the union hall pursuant to Article 17, Section 8, of the union constitution.

Mr. Justice Verchere did not think that the interpretation of Article 17, Section 8, was correct. But, even if it were correct, that interpretation should not have been accepted with its resultant denial to the plaintiff of a right to a hearing. In his regard, in *Lee v. Showmen's Guild of Great Britain* (1952), 1 All E.R. 1175 at pp. 1180-1, Denning, L.J., said:

> Although the jurisdiction of a domestic tribunal is founded on contract, express or implied, nevertheless the parties are not free to make any contract they like. There are important limitations imposed by public policy. The tribunal must, for instance, observe the principles of natural justice. They must give the man notice of the charge and a reasonable opportunity of meeting it. Any stipulation to the contrary would be invalid. They cannot stipulate for a power to condemn a man unheard.

Mr. Justice Verchere concluded that action of the union in accepting the trial committee's report, and then ratifying it in the plaintiff's absence, due either to lack of notice or express prohibition, could not be supported.

Also, Mr. Justice Verchere found that bringing the court action was not premature, although Article 17, Section 7 of the union constitution forbids suit until constitutional remedies are exhausted. The plaintiff mailed his complaint to the San Francisco union office on February 8, 1961, and such mailing in the ordinary way constituted due compliance with Article 17, Section 6 of the constitution.

For all these reasons, Mr. Justice Verchere held that the expulsion of the plaintiff by the union was invalid and he was setting it aside. Also, the judge held that the plaintiff was entitled to damages for breach of contract and for loss of medical benefits under the union's medical scheme. In all, the plaintiff was awarded $694.75 as damages for his wrongful expulsion from the union. *Hughes v. Seafarers' International Union of North America, Canadian District and Heinekey* (1962), 31 D.L.R.(2d), Part 6, p. 441.

Recent Regulations under Provincial Legislation

Alberta brings sheet metal mechanic's trade under Tradesmen's Qualification Act, revises trade rules for barbers. Newfoundland consolidates regulations under Apprenticeship Act with minor changes in living allowances and certification

In Alberta, the trade of a sheet metal mechanic was designated a trade under the Tradesmen's Qualification Act and the regulations for the barber trade were revised.

In Newfoundland, the apprenticeship regulations were consolidated with a few changes.

Alberta Tradesmen's Qualification Act

The trade of a sheet metal mechanic has been designated a trade under the Alberta Tradesmen's Qualification Act by Alta. Reg. 182/62, gazetted April 30.

Another regulation gazetted the same day, Alta. Reg. 180/62, revised the rules for the barber trade. The regulations for barbers again provide for three types of certificates, certificates of proficiency, temporary certificates of proficiency and apprentice certificates.

As previously, certificates of proficiency will be issued to persons who pass the prescribed examinations, except that applicants are now required to have at least two years experience in the trade instead of one.

At the discretion of the Department of Labour, a temporary certificate of proficiency may again be granted to a person who has failed to qualify for a certificate of proficiency but has obtained at least four-fifths of the required pass mark (previously, 60 per cent of the required pass mark).

A new provision also permits the Department to issue a temporary certificate of proficiency to the holder of a diploma from an approved barber school who has passed the theory part of the examination. This certificate will be valid for one year, after which time the holder must try the practical examination for a certificate of proficiency.

Any person 16 years of age and over who is working under the direct supervision of a barber with a certificate of proficiency is eligible for an apprentice certificate. An apprentice certificate is now valid for two years instead of one, after which time the holder must try the examination for a certificate of proficiency.

Unlike the previous regulations, which did not impose a quota, the new regulations limit the number of apprentices, providing that only one apprentice may be employed for every three persons holding a certificate of proficiency. A barber who holds a certificate or who employs one qualified person may engage one apprentice, however.

British Columbia Factories Act, Municipal Act

In British Columbia, Monday, November 12, 1962, has been declared a holiday for purposes of Section 40 of the Factories Act and Section 858 of the Municipal Act. This means that, subject to certain exceptions, all factories and shops must remain closed on that day.

Newfoundland Apprenticeship Act

A consolidation of the regulations under the Newfoundland Apprenticeship Act was gazetted May 15, and was scheduled to go into force June 1. The conditions of apprenticeship are the same as before, but a few minor changes were made in the provisions relating to living allowances and certificates of qualification.

Living allowances are again payable to apprentices taking approved daytime courses. The rate for single apprentices is $8 a week for those living at home and $15 a week for those living away from home. The weekly allowances for heads of families are $16 and $23, respectively. Deductions from allowances may again be made for each period of absence; the regulations now provide that sick leave in excess of three consecutive school days must be covered by a medical certificate.

If a course of instruction is abandoned or terminated, the Minister may now require the apprentice to refund the whole or part of the living allowance or of the instructional costs, or both. Previously, an apprentice could only be required to refund the whole or part of the allowance.

As formerly, tradesmen who have not served a formal apprenticeship may be granted a certificate of qualification upon passing the prescribed examinations. A tradesman who wishes to be examined for a certificate of qualification must apply to the Director of Apprenticeship, who may approve the application himself or refer it to the appropriate examining committee. A new provision gives to a tradesman whose application has been refused the right of appeal to the Provincial Apprenticeship Board, whose decision is final.

The holder of a certificate of apprenticeship may, as before, be granted a certificate of qualification without further examination upon payment of the prescribed fee, except that he must now apply within two years of receiving his certificate or within two years after June 1, 1962, whichever is later.

Certificates of qualification issued before December 31, 1962, will expire on that date; certificates issued later will be valid for two years. If a certificate is not renewed within one year from the expiry date, the holder must pass an examination to qualify for a renewal.

Newfoundland Workmen's Compensation Act

Services rendered by athletic coaches were excluded from the collective liability section of the Newfoundland Workmen's Compensation Act, by a regulation gazetted April 10.

58736-0—7

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of April nearly 18 per cent below end-of-March figure and 21 per cent below April 1961 figure, statistics* show. March-to-April decline last year amounted to 15 per cent

Claimants† for unemployment insurance benefit on April 30 numbered 564,500. This was nearly 18 per cent below the March figure of 687,500 and 21 per cent below the total of 714,500 in April last year.

These totals included claimants for seasonal benefit numbering 191,200 in April, 220,100 in March, and 246,800 in April 1961.

Although the number of claimants at the end of April this year was substantially below that of a year earlier, the decline since March was only a little greater than the decline between March and April last year, viz., 18 per cent compared with 15 per cent last year.

Males accounted for 77 per cent of the total on April 30, in comparison with 79 per cent on March 30 and 78 per cent on April 28, 1961.

The number of persons on claim for 17 weeks or more increased between 20 and 25 per cent during April, but the number on claim for less than 17 weeks declined by 30 per cent. A similar decline occurred in April last year, but the number on claim for 17 weeks or more this year is nearly 30 per cent smaller than in April last year and the number on claim for less than 17 weeks is 15 per cent smaller.

Regular claimants declined in number by 20 per cent during April, fishing seasonal benefit claimants by more than 40 per cent, and non-fishing seasonal benefit claimants by 10 per cent. As a result of the greater decline in the number of regular benefit claimants, however, the proportion on seasonal benefit increased to 34 per cent, compared with 32 per cent on March 30 and 35 per cent at the end of April last year. Such an increase is usual at this time of the year.

> In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.
>
> Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

The number of claimants who ceased to draw regular benefit and returned to work during April is estimated at 170,000.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in April numbered 181,300, which was a reduction of 20 per cent compared with March and of 15 per cent compared with April 1961. Of this total, 127,600, or 70 per cent, were classed as separations from insured employment during the month, and of these, 68,400 were initial and 59,200 were renewal claims.

Of the initial claims, 44 per cent were claims by persons who had exhausted benefit and were seeking additional credits. Most of these persons had exhausted regular benefit and were eligible for extra benefit under the seasonal benefit terms.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in April was estimated at 556,300, compared with 638,800 in March and 708,200 in April 1961.

*See Tables E-1 to E-5 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

Payments during the month totalled $51,600,000, in comparison with $68,800,000 in March and $64,500,000 in April 1961.

The average weekly benefit payment was $24.43 in April, $24.49 in March and $23.98 in April 1961.

Insurance Registrations

Since the annual renewal of insurance books this year takes place in May, the usual statistics on the number of insurance books and contribution cards issued to employees during April are not available. But when the first monthly report for 1962-63 is issued, it will cover the period up to May 31, and since the figures it contains will be cumulative, they will include all additions to the insured population since April 1.

At April 30, registered employers numbered 336,582, an increase of 615 since March 31.

Enforcement Statistics

During April, 8,763 investigations were conducted by enforcement officers across Canada. Of these, 5,362 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 159 were miscellaneous investigations. The remaining 3,242 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 152 cases, 39 against employers and 113 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,613.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled $23,754,550.44,† compared with $27,743,532.74† in March and $22,590,150.58 in April 1961.

Benefits paid in April totalled $51,656,056.36† compared with $68,826,615.12† in March and $64,540,209.48 in April 1961.

The balance in the Unemployment Insurance Fund on April 30 was $39,147,154.43†, on March 31 it was $63,535,370.96† and on April 30, 1961 it was $143,651,927.75.

Monthly Report on Operation of the National Employment Service

The month of May 1962 continued the pattern of record levels of placement activity in the local offices of the National Employment Service.

Some 146,400 placements were made during the month, exceeding the same month in 1961 by 30.1 per cent, and May 1960 by almost 50.0 per cent. May placements surpassed every previous year since 1944. There were only two years, 1944 and 1943, since the NES began operations when May placements exceeded those this year.

Some 107,800 of the placements in May 1962 were men, an increase of 32.0 per cent over those in May the previous year. Placements of women increased by 25.1 per cent to a total of 38,600.

Regionally the following percentage increases over May 1961 were reported:

Atlantic	20.2
Quebec	36.5
Ontario	35.3
Prairie	23.1
Pacific	13.5

Total placements during the first five months of 1962 amounted to some 466,700, a cumulative increase of slightly more than 25 per cent over the corresponding period a year ago and almost 40 per cent over 1960. Thus, the general upswing in placement activity continues to gain momentum.

Employers notified NES offices of some 168,800 vacancies during May, of which 117,400 were for men and 51,400 were for women. These totals were considerably higher than usual for this time of year.

*These do not necessarily relate to the investigations conducted during this period.

†The figures for March and April of this year are interim figures and are subject to revision.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1942, March 1, 1962

Summary of the Main Facts: The claimant, who resides in Saskatoon, Sask., filed an initial application for benefit at the office of the Unemployment Insurance Commission there on March 21, 1961, and was registered for employment as a room clerk. He had worked for the [XYZ Railways] in Saskatoon as a foreman of its freight sheds, and on January 31, 1961, he was retired on account of age.

In a Report of Possible Disqualification (Form UIC 493A), dated September 14, 1961, the claimant stated:

[I] know that I should try and seek work on my own but have done nothing about finding a job. I would take a job if it were offered to me should I be able to do it . . . I am still capable and available for work. I have not read my 1501D but will do so before reporting next week.

The claimant made the following statement to the Commission on September 27, 1961:

. . . My last place of employment was with [XYZ Railways] as a foreman of the freight sheds. I was with the company for 48 years. My rate of pay was $336 per month. I was released on pension 28 February 1961. I applied for benefits 21 March 1961 and have been unemployed since. I have looked around but have not seen any suitable employment.

I would want part-time employment; the hours would not matter. I would consider night watchman or ticket taker. These are about the only two positions I would consider. The minimum I would consider would be $50 per week. I would not consider janitor work.

I have read my Booklet [of] Information for Claimants. This statement is true and I have received a copy.

The local office commented:

. . . Procuring part-time employment as watchman or ticket taker is most unlikely; $50 per week is above going rate. Wage Board advises that $32 is minimum for 42 hour week in stores; $42 is minimum for 48-hour week in apt. blocks. Going rate would be $32 to $45, depending on experience and ability.

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit from September 27, 1961, because, in his opinion, the claimant had failed to prove that he was available for work inasmuch as he was restricting his availability to part-time employment only (section 54(2)(a) of the Act).

The claimant appealed to a board of referees on October 23, 1961, and stated:

. . . There has been a little misunderstanding on the part-time work. In the course of my conversation with the investigator, I informed him that I would take part-time employment. I did not mean to imply that was the only employment I would accept.

If you can find me suitable employment I would willingly accept it.

The insurance officer made no change in the above-mentioned disqualification, in that there was no proof that the claimant had made any personal effort to find employment. In this regard, he was guided by the Umpire's decision CUB 1845, dated May 12, 1961.

The claimant attended the hearing of his case by a board of referees in Saskatoon on November 15, 1961. The unanimous decision of the board reads:

. . . The board finds that the claimant, unemployed for almost seven months, originally limited his availability to the work of a night watchman or a ticket taker, stated he "would want" part-time employment. He further stated that the minimum wage he would consider was $50 a week, which is above the going wage in the occupations mentioned by him.

On 23rd October 1961, he stated he would take "suitable" work, either full-time or part-time. He failed to prove, however, that during his unemployment he was making any adequate personal effort to find work.

The ruling of the board is that the claimant be disqualified from 27th September to 22nd October 1961, inclusive, for limiting his availability to part-time employment, and to that in a limited category and at rates above the average, *and* since that date, when the part-time limitation was lifted, as he had failed to prove that he has made adequate personal efforts to find employment. The disqualification remains in effect for as long as this condition continues.

There is no provision in the Act for unconditional payment of benefit for any specified periods of time.

The claimant applied to the chairman of the board of referees on December 1, 1961, for leave to appeal to the Umpire on the following grounds:

. . . I feel that the board of referees' decision disqualifying me from benefits on the grounds of limiting my availability to part-time employment and to that in a limited category, is unfair. My occupation for the past 48 years has been that of freight checker and freight handler and I have been looking for work in this category.

I am also appealing the board of referees' decision disqualifying me on the grounds that the minimum wage I would consider is above average. I believe that the minimum wages, as stated in the submission to board of referees, dated November 8, 1961, is too low. The rates as stated in the submission apply to Manitoba and not to Saskatchewan.

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees for the following reason:

While the board feels that this is a question of fact rather than law, nevertheless, in view

of the length of the claimant's employment, an Umpire's decision on these long-term-employed railroad workers would be helpful.

Considerations and Conclusions: Availability for work is a question of fact, and the board of referees, which had the opportunity to see and to question the claimant, were unanimous in deciding, presumably in the light of their knowledge of the conditions of the labour market, that the claimant had failed to prove that he was available for work from September 27, 1961, to October 22, 1961, in that he had limited his availability to part-time employment and to employment "in a limited category and at rates above the average." As the evidence before me is substantially the same as that which was before the board of referees, I see no valid reason to disturb the board's decision in respect of that period.

However, the only reason on which the board of referees based its decision to disqualify the claimant subsequent to October 22, 1961 is "he had failed to prove that he has made adequate personal efforts to find employment" and, according to the established jurisprudence, "non-availability for work cannot be inferred solely from a claimant's omission to make a personal search for work" (CUB 1738), because, as the Umpire said in decision CUB 1887:

> There is no provision in the Act or the Regulations which requires that a claimant must make personal efforts to seek work other than registering for employment at his local office and keeping his application for employment alive by attending there at fixed intervals . . .

And in CUB 1895:

> Neither the Act nor the Regulations provide, nor can the established jurisprudence be interpreted to mean, that a claimant, in order to prove that he is available for work on a particular day, must show that he did seek employment personally on that day . . .

As I must apply the law as I find it, and as the law as presently worded does not provide for a disqualification to be imposed solely on the ground that a claimant has not made a personal search for work, I consider that in the present case the board of referees erred in maintaining the disqualification in respect of the period subsequent to October 22, 1961.

But for the period September 27 to October 22, 1961, I consequently decide to allow the claimant's appeal.

Decision CUB 1944, March 12, 1962

Summary of the Main Facts: On June 29, 1960, the claimant filed an initial application for benefit and the claim was allowed.

On her weekly report form for the week commencing July 17, 1960, she declared, for the period July 19, 1960, to July 23, 1960, that she had been sick all week. She continued to declare this illness up to and including the week commencing September 11, 1960.

On September 23, 1960, the claimant reported by telephone for the first time that she had been injured in a subway escalator on July 19, 1960, while on her way home from training at the [R . . . Company]. Her rate of pay was $0.90 an hour.

On March 29, 1961, the claimant stated in part:

> I started training at R . . . Company 18th July 1960 and also part of the 19th July 1960. I did not realize I would be paid for these days. On my way home the 19th of July 1960 I had an accident on the subway (escalator). I was sent to the hospital and released later that evening. I was badly bruised and remained at home recuperating. I was in bed about five weeks, then in September 1960 went back to work at [M . . . Company]. (*Exhibit 3.*)

On April 18, 1961, the insurance officer disqualified the claimant from receipt of benefit from July 20 to September 24, 1960, viz., "the period of her incapacity, because she ceased to work by reason of injury" (section 66 of the Act). On May 12, 1961, the claimant appealed to a board of referees.

On June 9, 1961, the employer submitted the following additional information:

> Our records show that the claimant could not complete our 3-day system training as she had a bad fall and told us that on her doctor's advice could not report to work for some time.
>
> We should state that [the claimant] had been hired as a member of our contingent staff, and following her training, would have been called in from time to time as required. Her rate of pay was 90¢ an hour and assuming that she worked July 18th and 19th her total earnings would have been $13.50.

A board of referees heard the case in Toronto, Ont., on July 18, 1961. The claimant was present. The board, by a unanimous decision, dismissed the appeal. In doing so, however, the board terminated the disqualification on August 24, 1960, as "evidence in relation to the length of her illness is only set in Exhibit 3 and we must accept that evidence."

On August 28, 1961, the claimant, with leave of the chairman of the board of referees, appealed to the Umpire.

Considerations and Conclusions: Inasmuch as the board of referees terminated the disqualification on August 24, 1960, and the insurance officer has not appealed from its decision, the only question at issue is whether the claimant should be disqualified pursuant to section 66 of the Act in respect of the period July 20, 1960, to August 24, 1960.

The aforementioned section of the Act reads:

> No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

This provision of the Act is not ambiguous and as the record clearly shows that the claimant ceased to work on July 19, 1960, by reason of an injury, I have no valid reason to disturb the unanimous decision of the board of referees.

I consequently dismiss the claimant's appeal.

Decision CUB 1956, April 30, 1962

Translation

Summary of the Main Facts: In his appeal to the Umpire on December 6, 1961, the insurance officer summarized in the following manner the main facts of the present case:

1. The claimant filed an application for benefit on July 3, 1961. She stated that she had worked in her last place of employment as a sewing machine operator from January 1961 to June 30, 1961, and that she had been laid off because of lack of work. During her interview with the placement officer, the claimant stated that the factory was closed for repairs from the 1st to the 8th of July and for annual holidays from the 9th to the 24th of July. She added, "I am not available for work during the holidays and during the week of repairs." Because of this statement, the placement officer did not register her for work.

2. The claimant was disqualified from receipt of benefit as of July 2, 1961, by virtue of section 54 (2)(a) of the Act, because she had not proved that she was available for work, particularly as she had stated she was not available for work during the period the factory was closed for repairs and for annual holidays. The claimant was also disqualified from receipt of benefit as of July 2, 1961, by virtue of Regulation 146 for not having filed her claim in the prescribed manner, by neglecting to register for work.

3. On September 8, 1961, the claimant appealed to the board of referees, stating only that she did not accept the insurance officer's decision. She made no statement whatsoever relative to her availability for work or her attitude toward registration for employment. She was neither present nor represented at the board of referee's hearing of her appeal.

4. In its decision of October 24, 1961, the board of referees modified the insurance officer's decision. The board decided that the claimant had proved that she was available for work during the week that the factory was closed for repairs, but that she was not available during the period that the factory was closed for annual holidays.

In its reasoning on this case, the board of referees contended that during this week of repairs it could appreciate that the claimant could not very easily obtain a job for a week and that she had been forced to state that she was not interested in work, especially in view of the fact that she could certainly not find a job for such a short period. The board added that, as several claimants had receivel unemployment insurance benefit for the week during which repairs were carried out in the factory, it was fair to extend these rights to benefit to all claimants who made an application for benefit in an identical situation.

The insurance officer's grounds for appeal read as follows:

> 5. We submit that in determining the availability of the claimant, the board of referees erred in making a distinction between the week when the factory was closed for repairs and the period when it was closed for annual holidays. This distinction by the board of referees is absolutely hypothetical and is in no way whatsoever supported by the evidence in the record. In fact, this distinction is contrary to the very clear evidence produced by the claimant herself. The claimant herself made no such distinction relative to her availability, on the contrary, she stated clearly that she was not available during either of the two periods in question.
>
> The claimant's own statement to the effect that she was not available for work justifies her disqualification from benefit (CUB 7), since this statement cannot be overlooked or interpreted as signifying exactly the opposite. It is one of the fundamental principles of the Unemployment Insurance Act that, in order to establish his right to benefits, each claimant must sincerely be prepared to accept and be in search of a job (CUBs 1338, 1620 and 1836).
>
> 6. The board of referees also erred in considering that decisions granting benefit to other claimants laid off in similar circumstances must apply in the present case. Regarding availability for work, each case must be decided according to the particular circumstances pertaining to each case, especially when it is mainly a matter of intent and mental attitude of a claimant toward accepting employment.
>
> 7. For these reasons, we request that the insurance officer's appeal against the board of referees' decision relating to the availability of the claimant be allowed. The insurance officer does not appeal from the board of referees' decision relating to the prescribed

(*Continued on page 882*)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 354 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 229 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 233 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Citizenship and Immigration, Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	175	$748,048.00
Post Office	7	233,881.00
Transport	1	11,000.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of $4,329.93 was collected from 16 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 219 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Hillspring Alta: Joyline Transport Ltd., removal of trees & bushes within proposed flood area of Waterton Reservoir.

Atomic Energy of Canada Limited

Chalk River Ont: Johnson Controls Ltd, installation of automatic controls, Bldg 432; The Macotta Co of Canada Ltd, installation of metal windows, column covers, sills, stool & spandrel covers, Bldg 432; Dominion Sound Equipments Ltd, installation of acoustic tile ceilings, Bldg 432; Pembroke Glass Ltd, glazing work, Bldg 432; Peter E Sylvestre & Sons Ltd, masonry work on Fissle storage bldg. *Deep River Ont:* John Kovacs, painting of various bldgs. *Whiteshell Man:* Surety Construction Co Ltd, construction of temporary information centre & guardhouse, Nuclear Research Establishment; Louis Ducharme & Associates Ltd, construction of viewing stand, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Gander Nfld: Sidney A Burry & Sons, exterior painting of housing units. *London Ont:* A Cope & Sons Ltd, paving of parking lots (FP 4/57). *Port Arthur & Fort William Ont:* Froggett & van der Mout, exterior painting of houses. *Shilo Man:* Rowland Claydon & Co Ltd, construction of school (DND 5-62), Camp. *Medicine Hat Alta:* Home Decorating Co Ltd, exterior painting of housing units. *Prince Rupert BC:* Jarvis Construction Co Ltd, construction of housing units.

In addition, this Corporation awarded 11 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Clandeboye Indian Agency Man: F W Sawatsky Ltd, alterations to improve fire safety, Assiniboia IRS; Gertz Construction Ltd, construction of school, Berens River Reserve, Berens River. *Fisher River Indian Agency Man:* Gertz Construction Ltd, construction of school, Little Saskatchewan Reserve, Gypsumville. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of school (Saggitawack), Cross Lake Reserve, Cross Lake. *Battleford Indian Agency Sask:* Honkala Woodworking, construction of school & residence, Poundmaker Reserve, North Battleford. *Carlton Indian Agency Sask:* Gall's Lumber Yard, construction of school & residence, Sturgeon Lake Reserve, Prince Albert. *Qu'Appelle Indian Agency Sask:* Comfort Plumbing & Heating Ltd, renovations to mechanical services (Phase 1) Qu'Appelle IRS. *Shellbrook Indian Agency Sask:* William Stoesz,

construction of school, Big River Reserve, Debden; William Stoesz, construction of school & residence, Big River Reserve, Debden. *Blackfoot Indian Agency Alta:* Wilf Got Electric (Calgary) Ltd, electrical rewiring, Old Sun IRS. *Stony-Sarcee Indian Agency Alta:* Revelstoke Building Materials Ltd, construction of houses, Sarcee IR.

In addition this Department awarded one contract containing the General Fair Wages Clause.

Defence Construction (1951) Limited

Summerside P E I: Delta Electric Co Ltd, ceilometer & transmissometer installation, RCAF Station. *Bedford Basin N S:* Conniston Construction Co Ltd, repairs to traverses & construction of concrete retaining wall, Naval Magazine. *New Glasgow N S:* McDougall Construction Co Ltd, renovations & extension to Armoury. *Bagotville Que:* Accurate Electrical Contractors, extension to runway lighting, RCAF Station. *St Jean Que:* J A R Construction Inc, repairs to parking area, College Militaire Royal. *Val d'Or Que:* Paul Gingras, installation of runway & approach lighting system, RCAF Station. *Arnprior Ont:* Canadian Comstock Co Ltd, electrical modifications, Vertol Hangar. *Kapuskasing Ont:* Mattagami Construction Co Ltd, construction of Tacan bldg & tower. *North Bay Ont:* Hill-Clark-Francis Ltd, construction of Tacan bldg & tower, RCAF Station. *Portage la Prairie Man:* Plains City Electric Co Ltd, ceilometer & transmissometer installation, RCAF Station. *Cold Lake Alta:* Wirtanen Electric Co Ltd, ceilometer & transmissometer installation. *Namao Alta:* McCormick Electric Ltd, ceilometer & transmissometer installations. *Sea Island B C:* Conniston Construction Co Ltd, reconstruction of drainage, RCAF Station. *Various locations:* Six contracts in the restricted category.

Building and Maintenance

Camp Gagetown N B: Raymond Marcil, recaulking wall panels, bldg B-11 & B-12. *Barriefield Ont:* Spada Tile Ltd, renewal of sidewalks & curbs, Fort Henry Heights. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *London Ont:* J B Smith, addition to officers' mess, Wolsley Barracks. *Ottawa & Orleans Ont:* Beaudoin Construction Ltd, electrical, mechanical & structural renovations to bldgs, National Research Council, Montreal Road. *Petawawa Ont:* Glebe Electric Ltd, replacement of overhead feeder conductors & poles, Camp; Joseph Downey & Son, exterior painting of various bldgs, Camp. *Uplands Ont:* H H Sutton & Son Ltd, landscaping of bulk fuel area, RCAF Station. *Shilo Man:* Norlen Painting & Decorating, exterior painting of PMQs, Camp. *Calgary Alta:* Quigley Decorating Ltd, exterior painting of PMQs & bldgs, Currie Barracks. *Chilliwack B C:* Froggett & van der Mout, exterior painting of bldgs & PMQs, Camp.

Department of Defence Production

Gander Nfld: S G Burry & Sons Co Ltd, interior painting of PMQs, RCAF Station. *Cornwallis N S:* Fred T Cleveland, interior painting of skating rink section, bldg No 4, HMCS *Cornwallis. Greenwood N S:* Wylie P Hazelwood, interior painting of PMQs, RCAF Station. *Camp Gagetown N B:* Farris Construction Ltd, construction of tank washing stand; Geo H Hamilton & Son Ltd, re-roofing bldgs Nos A-5 & A-9. *Chatham N B:* Coronet Paving Ltd, construction of parking lot, RCAF Station; Wm J Kerr Ltd, replacement of concrete, RCAF Station. *Farnham Que:* Jean Paul Lasnier, construction of concrete slabs, Camp. *St Hubert Que:* Dominion Steel & Coal Corp Ltd, construction of fence, RCAF Station. *St Jean Que:* Price Agencies Ltd, supply & erection of electrically operated soundproof folding partition, College Militaire Royal de St Jean. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of parking lot & resurfacing roads, RCEME School. *Clinton Ont:* Iavis Contracting Co Ltd, reconstruction & resurfacing of pavement, RCAF Station. *Edgar Ont:* L T Bristow Plumbing & Heating Ltd, modifications to refrigeration & air conditioning system. *Kingston Ont:* Kingston Decorating Ltd, repainting interior of four bldgs, Artillery Park. *Ottawa Ont:* L Mongeon & Son, repairs to roof, 158 Lees Ave. *Trenton Ont:* Sprayed Vinyl Co, application of epoxy laminate finish, Bldg No 79, RCAF Station; Sprayed Vinyl Co, application of epoxy laminate finish, Bldg No 80, RCAF Station. *Gimli Man:* Stan's Painting & Decorating Contractor, interior painting of PMQs, RCAF Station. *Shilo Man:* Western Asbestos Co Ltd, installation of asphalt wall shingles on bldgs, Military Camp. *Winnipeg Man:* Erwin Radeke Painting & Decorating, exterior painting of bldgs, RCAF Station; Oswald Decorating Co, exterior painting of bldgs, Fort Osborne Barracks; Chennells Enterprises Ltd, road repairs & curb development, Fort Osborne Barracks. *Calgary Alta:* M & S Paving Ltd, patching & seal coating of roads, Currie & Sarcee Barracks; Standard Gravel & Surfacing of Canada Ltd, seal coating of parade square, Currie Barracks. *Belmont Park B C:* Old Country Industrial Contractors Ltd,

repainting interiors of residences; Island Decorators, repainting interiors of residences. *Comox B C:* J K Campbell & Associates Ltd, supply & installation of insulation asbestos in Butler Bldg, RCAF Station.

In addition, this Department awarded 157 contracts containing the General Fair Wages Clause.

Department of Justice

Ste Cecile de Masham Que: South Hull Electric Reg'd, installation of electrical wiring in stores & laundry Bldg No 2, Gatineau Correctional Camp; Papineau Plumbing & Heating, installation of plumbing facilities in stores & laundry Bldg No 2, Gatineau Correctional Camp; Papineau Plumbing & Heating, installation of heating facilities in stores & laundry Bldg No 2, Gatineau Correctional Camp; S Granger & Fils, installation of plumbing facilities in staff quarters Bldg No 6, Gatineau Correctional Camp; South Hull Electric Reg'd, installation of electrical wiring in staff quarters Bldg No 6, Gatineau Correctional Camp; Papineau Plumbing & Heating, installation of heating facilities in staff quarters Bldg No 6, Gatineau Correctional Camp. *Near Petawawa Ont:* McMullen & Latimer Reg'd, installation of heating facilities in stores & laundry Bldg No 2, Landry Crossing Correctional Camp; Rondeau Electric Ltd, installation of electrical wiring, Administration Bldg No 1, Landry Crossing Correctional Camp; McMullen & Latimer Reg'd, installation of heating facilities, Administration Bldg No 1, Landry Crossing Correctional Camp; Ben Beaulieu Plumbing & Heating, installation of plumbing facilities, Administration Bldg No 1, Landry Crossing Correctional Camp; Roy Goodfellow Ltd, installation of plumbing facilities in stores & laundry Bldg No 2, Landry Crossing Correctional Camp; MacGregor Electric Ltd, installation of electrical wiring in stores & laundry Bldg No 2, Landry Crossing Correctional Camp; MacGregor Electric Ltd, installation of electrical wiring in garage, maintenance shop & power house Bldg No 3, Landry Crossing Correctional Camp; McMullen & Latimer Ltd, installation of heating facilities in garage, maintenance shop & power house Bldg No 3, Landry Crossing Correctional Camp; Ben Beaulieu Plumbing & Heating, installation of heating facilities in kitchen & mess hall Bldg No 4, Landry Crossing Correctional Camp; Ben Beaulieu Plumbing & Heating, installation of plumbing facilities in kitchen & mess hall Bldg No 4, Landry Crossing Correctional Camp; Rondeau Electric Ltd, installation of electrical wiring, kitchen & mess hall Bldg No 4, Landry Crossing Correctional Camp.

Department of Northern Affairs and National Resources

Dawson City Y T: Whitehorse Electric Co Ltd, electrical alterations in sternwheeler *Keno;* Lunde Metals Ltd, plumbing & heating installations in sternwheeler *Keno.*

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

National Harbours Board

Qubec Que: J A Auclair Ltee, reconstruction of St Charles River Wharf, Berth No 30. *Prescott Ont:* Dibblee Construction Co Ltd, bitiminous paving at grain elevator.

Department of Public Works

Aspen Cove Nfld: Twillingate Engineering & Construction Co Ltd, breakwater extension. *Bauline Nfld:* All Sales Equipment Contracting Ltd, breakwater demolition. *Calvert Nfld:* Wm Jacobs Ltd, harbour improvements. *Harbour Grace Nfld:* Griffin Construction Ltd, harbour improvements. *Old Perlican Nfld:* Wm A Trask Ltd, wharf reconstruction & extension. *Ship Cove Nfld:* J J Hussey Ltd, wharf reconstruction & extension. *Twillingate Nfld:* Twillingate Engineering & Construction Co Ltd, breakwater extension. *Annandale P E I:* L G & M H Smith Ltd, repairs to boat harbour. *Belle River P E I:* Norman N MacLean, west breakwater repairs. *Launching Pond P E I:* Stanley Reid, extension to landing. *Miminegash P E I:* Edmond A Arsenault, harbour improvements. *North Lake P E I:* Edward MacCallum, landing extension. *Wood Islands P E I:* Norman N MacLean, reconstruction of east breakwater. *Bridgewater N S:* Elton E Conrad & Son, construction of RCMP detachment quarters. *Camp Cove N S:* Clare Construction Co Ltd, wharf extension. *Chester Ironbound N S:* Continental Construction Co Ltd, harbour improvements. *Freeport N S:* L E Powell & Co Ltd, breakwater extension. *Halifax N S:* Streakless Window Services Ltd, cleaning windows of federal bldgs. *Lower Sandy Point N S:* Shelburne Contracting Ltd, floating breakwater construction. *Moose Harbour N S:* Colin R MacDonald Ltd, breakwater construction. *Porter's Cove N S:* Clare Construction Co Ltd,

wharf repairs. *Saulnierville N S:* Clare Construction Co Ltd, wharf repairs. *Campbellton N B-Cross Point Que:* Arno Electric Reg'd, installation of lighting, Interprovincial Bridge. *Cape Tormentine N B:* Harold N Price, wharf repairs. *Caraquet & Shippegan N B:* Diamond Construction (1961) Ltd, paving. *Cocagne N B:* Leo LeBlanc, harbour improvements. *Jacquet River N B:* Raymond E Andersen, construction of RCMP detachment quarters. *Moncton N B:* Geldart the Mover, moving to new federal bldg. *Northwest Miramichi River N B:* Wallace P Anderson, Sr, construction of salmon counting fence foundations. *Shippegan N B:* A C Mallet & Fils Co Ltee, construction of federal bldg. *Tracadie N B:* P F C (Northern) Construction Co Ltd, construction of federal bldg. *Berthier Que:* Ovila Boucher, construction of protection wall. *Cap Rouge Que:* Ste Foy Construction Ltee, construction of protection works. *Cap Sante Que:* Les Entreprises Jean R Denoncourt Ltee, construction of protection works. *Contrecoeur Que:* Welco Construction Inc, construction of retaining wall (Project No 3). *Deschaillons Que:* McNamara Marine Ltd, wharf improvements; Plessis Construction Ltee, construction of protection wall; Plessis Construction Ltee, raising of wall; Demers & Bordeleau, extension to protection works. *Gascons (Anse a Mercier) Que:* J W Lockhart Journeau, wharf repairs. *Grande Riviere Que:* Dimock & Albert, harbour repairs & improvements. *Grindstone M I Que:* Les Entreprises de Fatima Ltee, construction of residence for Fisheries Department. *La Petite Riviere St Francois Que:* Captain Euclide Bouchard, wharf extension. *Montreal Que:* Darling Bros Ltd, alterations to two freight elevators, Postal Terminal Bldg; Conrad Forget Inc, construction of post office bldg; Alsco Montreal Inc, supply & installation of storm windows, DPW Bldg, Delorimier Ave; Noel Romeo Cie Ltd, electrical works, RCMP, 4095 Ste Catherine St. *Pointe au Pic Que:* Regis Couturier, reconstruction of electrical system on old wharf. *Pointe Claire Que:* Danis Construction Inc, wharf repairs. *Quebec Que:* C. Jobin Ltd, alterations, Champlain Harbour Station. *St. Augustin (Plage St Laurent) Que:* Les Entreprises Rosaire Roy Inc, construction of retaining wall. *St Augustin Que:* Rosaire Savard, construction of protection works. *St Charles sur Richelieu Que:* Welco Construction Inc, construction of retaining wall. *Ste Emmelie de Leclercville Que:* Plessis Construction Ltd, construction of protection works. *St Francois I O Que:* Les Entreprises Cap Diamant Ltee, construction of protection works; Les Entreprises Cap Diamant Ltee, construction of protection works *St Louis Que:* Plessis Construction Ltee, construction of protection works. *Ste Petronille I O Que:* Les Entreprises Cap Diamant Ltee, construction of protection works. *St Romuald (New Liverpool) Que:* Arthur Simoneau, construction of protection works. *St. Nicolas Que:* Arthur Simoneau, construction of protection works. *Sept Iles Que:* L O Trottier & Fils Ltee, repairs to retaining wall. *Trois Pistoles Que:* Adrien Berube, wharf repairs. *Cedar Beach Ont:* Geo L Dillon Construction Co Ltd, training wall extension. *Haileybury Ont:* Tri-Town Construction Ltd, construction of post office bldg. *Hamilton Ont:* Quigley Construction Co Ltd, harbour repairs & improvements to Catherine St Wharf extension (Stage 1), berm construction. *Killarney Ont:* Ferguson Construction, wharf repairs. *Lindsay Ont:* Mel-Ron Construction, construction of federal bldg. *Niagara Falls Ont:* The Frank Lawrence Construction Ltd, addition & alterations to federal bldg. *Ottawa Ont:* Thomas Fuller Construction (1958) Ltd, construction of radiation protection laboratory, Riverside Drive; Ottawa Plumbing & Heating Ltd, plumbing alterations, Centre Block, Parliament Bldgs; Capital Enterprises, alterations to main bldg, Plouffe Park, 1010 Somerset St W; D Decarie, interior redecoration, Veterans Affairs Bldg, Wellington St; *Port Credit Ont:* The Foundation Co of Canada Ltd, harbour improvements, warehouse & office bldg. *Temagami Ont:* P M Lechlitner, wharf repairs. *Toronto Ont:* H C Barker & Son, alterations & addition to partitions, 175 Bedford Road. *Elphinstone Man:* Harper Construction Co Ltd, construction of RCMP detachment quarters. *East Kildonan Man:* Harper Construction Co Ltd, construction of letter carrier depot. *West Kildonan Man:* Malcolm Construction Co Ltd, construction of letter carrier depot (Depot "R"). *Gimli Man:* Arnason Engineering Co Ltd, alterations & additions, federal bldg. *Winnipeg Man:* Henry J Funk, renovations of windows, Commercial Bldg. *Milestone Sask:* Swertz Bros Construction Ltd, construction of RCMP detachment quarters. *Banff-Jasper Highway Alta:* Standard Gravel & Surfacing of Canada Ltd, bituminous concrete pavement, Mile 67.5 to Mile 86.0. *Breton Alta:* Seabrook Construction Co Ltd, construction of RCMP detachment quarters. *Jasper National Park Alta:* Poole Engineering (1958) Ltd, bituminous concrete pavement, Mile 86.0 to Mile 104.5, Banff-Jasper Highway. *Aldergrove B C:* Teck Construction Ltd, construction of post office bldg. *Bamfield B C:* Ivan Ossinger, float extension, fishermen's floats. *Fords Cove B C.* Harbour Pile Driving Co, construction of breakwater. *Ganges B C:* Harbour Pile Driving Co, wharf & fishermen's float repairs. *Gibsons Landing B C:* W J Dick Ltd, construction of post office bldg. *Mount Revelstoke National Park B C:* R M R Contractors Ltd,

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construction of Trans-Canada interchange with Mount Revelstoke National Park Road. *Port Hardy B C:* Greenlees Pile Driving Co Ltd, wharf improvements. *Prince Rupert B C:* The Fraser River Pile Driving Co Ltd, construction of ferry terminal; Bedrock Contractors Ltd & Granby Construction & Equipment Ltd, ferry terminal compound area fill (Fairview Bay); Vancouver Pile Driving & Contracting Co Ltd, breakwater renewal (Rushbrook). *Saanichton B C:* Fraser River Pile Driving Co Ltd, wharf renewal. *Williams Lake B C:* Buchholtz Construction, alterations, repairs & painting of federal bldg. *Yoho National Park B C:* Thode Construction Ltd, paving, Mile 16 to Mile 28.4 & Mile 0 to Mile 5, Emerald Lake Road. *Fort Smith N W T:* Poole Construction Co Ltd, construction of addition to school. *MacKenzie Highway N W T:* Standard Gravel & Surfacing of Canada Ltd, crushed gravel surfacing, Mile 0 to Mile 51; J A Moulson Construction Ltd & Ludwig Construction Co Ltd, grading, culverts & surface gravel, Mile 51 to Mile 76.6. *Ross River Road Y T:* Vancouver Pile Driving & Contracting Co Ltd, construction of Frances River Bridge, Mile 35.8.

In addition, this Department awarded 60 contracts containing the General Fair Wages Clause.

Department of Transport

Channel Head Nfld: S J Clark, construction of two bungalows. *Camperdown N S:* Annapolis Valley Construction Ltd, revisions to operations Bldg. *Dorval Que:* Kolostat Heating System Ltd, renovations to Central Analysis Office, International Airport. *Heath Point (Anticosti Island) Que:* McMullen & Gagnon Inc, construction of power house bldg. *Montreal (St Isidore) Que:* Rod L'Ecuyer, construction of remote receiver bldg & associated work. *London Ont:* Marentette Bros Ltd, construction of aircraft parking apron & taxiways, Airport. *Main Duck Island Ont:* Laue Jensen Bill, construction of frame dwelling at light station. *North Bay Ont:* The Carter Construction Co Ltd, construction of extension to runway, etc, Airport. *Near Port Rowan Ont:* Backus Construction Co Ltd, construction of dwelling. Long Point Lightstation. *Sault Ste Marie Ont:* E Osis & Co Ltd, grading of localizer site. *Scarborough Ont:* McGrath Engineers, installation of partitions, painting & electrical work, Field Meteorological Station. *Timmins Ont:* B & B Cable Services Ltd, repairs to field lighting & power distribution system. *Toronto Ont:* B & B Cable Services Ltd, installation of MI lighting, runway 08-26, Toronto Island Airport. *Windsor Ont:* Keystone Contractors Ltd, construction of sewage disposal plant, Airport. *Winnipeg Man:* Tallman Construction Co Ltd, construction of car park area & roads for Terminal Bldg, Airport. *Regina Sask:* McNamara Construction (Western) Ltd, strengthening of runways, Airport. *Saskatoon Sask:* Jim Patrick Ltd, strengthening of taxiways, Airport; Plains City Electric Co Ltd, extension to lighting facilities, Airport. *Uranium City Sask:* Sunrise Construction Ltd, replacement of powerline poles & related work. *Princeton B C:* Heathcol Heating & Plumbing, replacement of furnaces in six dwellings. *Seal Cove B C:* Canwest Construction Co Ltd, construction of helicopter hangar & workshop. *Vancouver B C:* Wescan Construction Co Ltd, conversion of operator's room to marine/aeradio workshop in Air Services Bldg, International Airport. *Victoria B C:* Murphy Excavating Co Ltd, provision of water supply line & sewage disposal main for Air Terminal Bldg, International Airport. *Fort Simpson N W T:* A H MacLeod & Son Contractors Ltd, construction of lighting for runway 12-30 & related work, Airport.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1962

The consumer price index (1949=100) rose 0.3 per cent from 130.1 to 130.5 between May and June as a result of increases in the food, housing and clothing indexes. The transportation, health and personal care, and tobacco and alcohol indexes were unchanged and the recreation and reading index declined fractionally.*

The index one year earlier was 129.0.

The food index increased 0.9 per cent from 124.5 to 125.6 as higher prices were reported for a wide range of items, including beef, fresh and cured pork, lamb, veal, chicken, flour, cheese, cake mix, coffee, most fresh vegetables, grapefruit and apples. Prices were lower for eggs, fresh milk, some fats, strawberries, orange juice and canned vegetables.

The housing index rose 0.3 per cent from 134.5 to 134.9 as both the shelter and household operation components moved to higher levels. In shelter, both rents and home-ownership were up.

The movement in rents, the first in almost a year, reflected changes attributable to the traditional moving month of May. In household operation, prices were higher for furniture, floor coverings, utensils and equipment. Lower prices were recorded for textiles, and supplies and services, the latter index reflecting lower premiums for insurance on household effects.

The clothing index was up 0.3 per cent from 112.8 to 113.1 as a result of price increases for men's and children's wear, piece goods, and clothing services, which includes laundry, dry cleaning and shoe repairs. Women's wear prices were lower.

The transportation index was unchanged at 140.4. Somewhat higher prices for gasoline, train and bus fares were not sufficient to move the group index.

The health and personal care index remained at its May level of 158.2. The health care component was lower as a result of price decreases for pharmaceuticals but the personal care index moved up due to higher prices for personal care items, including toothpaste, shaving cream and razor blades.

The recreation and reading index declined 0.1 per cent, from 147.1 to 147.0. Lower prices for bicycles and camera film in recreation offset higher prices for sports equipment. The reading index was unchanged.

The tobacco and alcohol index remained unchanged at its May level of 117.9.

Group indexes in June 1961 were: food 123.5, housing 132.9, clothing 112.5, transportation 141.2, health and personal care 155.0, recreation and reading 145.8, and tobacco and alcohol 115.8.

*See Table F-1 at back of book.

City Consumer Price Indexes, May 1962

Consumer price indexes (1949=100) declined between April and May in eight of the ten regional cities, with decreases ranging from 0.1 per cent in Vancouver to 0.6 per cent in Halifax. The index for St. John's rose 0.2 per cent. The Edmonton-Calgary index was unchanged*.

Food indexes fell in all cities except St. John's, where the index rose 0.3 per cent. Decreases ranged from 0.3 per cent in Vancouver to 1.9 per cent in Halifax. Housing indexes were up in five cities, down in two, and unchanged in three. In five cities there were lower indexes for clothing, in one the index was higher, and in four it remained unchanged. The index for transportation rose in four cities, fell in five, and held steady in the other. There were four higher indexes for health and personal care, one lower and five unchanged. Six cities had higher recreation and reading indexes; four cities had unchanged indexes. Six tobacco and alcohol indexes were unchanged while two rose and two fell.

Regional consumer price index point changes between April and May were as follows: Halifax —0.8 to 129.2; Ottawa —0.5 to 131.2; Toronto —0.4 to 131.7; Saskatoon-Regina —0.4 to 126.9; Saint John —0.3 to 130.8; Montreal —0.3 to 130.2; Winnipeg —0.2 to 128.7; Vancouver —0.1 to 129.1; St. John's +0.2 to 117.6†. Edmonton-Calgary remained unchanged at 125.5.

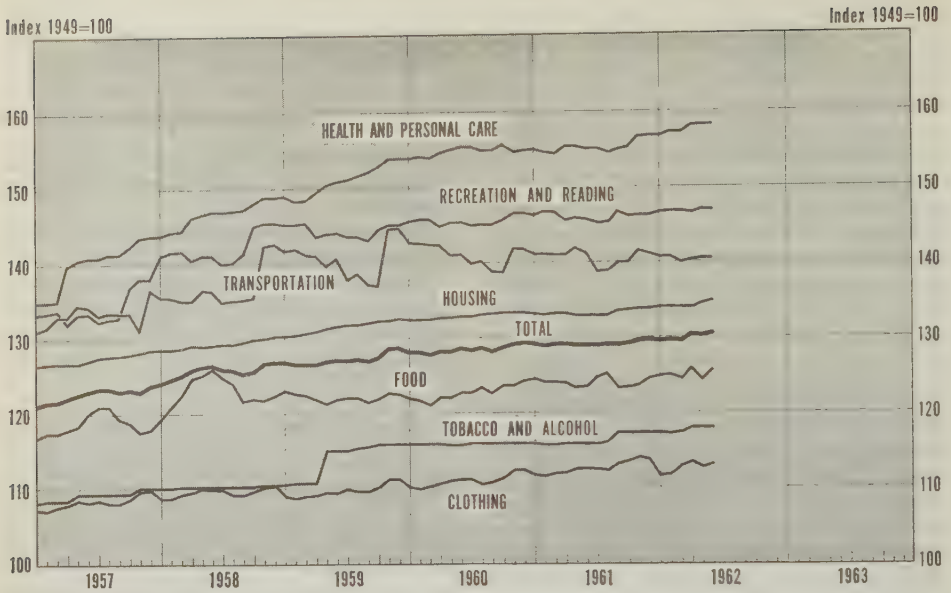
Wholesale Price Index, May 1962

Canada's general wholesale price index (1935-39=100) rose 0.7 per cent in May to 239.1 from 237.4 in April, a point 3.4 per cent above last year's May index of

*See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX



231.2. Five of the eight major group indexes were higher and the remaining three were lower.

Non-ferrous metals products group index advanced 3.2 per cent to 194.8 from 188.7, the wood products group index rose 1.7 per cent to 317.0 from 311.7, the vegetable products group index increased 1.1 per cent to 212.5 from 210.2, the textile products group index edged up 0.7 per cent to 239.6 from 237.9, and the chemical products group index was little changed at 190.4 versus 190.3.

The animal products group index declined 0.7 per cent to 254.4 from 256.2; the non-metallic minerals group index eased off to 187.4 from 187.8 and the iron products group index to 256.9 from 257.1.

The residential building materials price index (1935-39=100) moved up 0.5 per cent in May to 295.8 from 294.3 in April; on the 1949 base, the index rose to 129.7 from 129.1.

The price index for non-residential building materials (1949=100) remained steady in May at 131.6.

U.S. Consumer Price Index, May 1962

The United States consumer price index (1957-59=100) was unchanged at 105.2 between April and May. The pause followed three successive rises to the record high reached in April. The May index was 1.3 per cent higher than that in the same month of 1961.

British Index of Retail Prices, April 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 100.5 to 101.9 between mid-March and mid-April. The increase was mainly the result of higher prices for potatoes and other fresh vegetables.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

List No. 165

Agriculture

1. Britnell, George Edwin. *Canadian Agriculture in War and Peace, 1935-50*, by G. E. Britnell and V. C. Fowke. Stanford, Cal., Stanford University Press, 1962. Pp. 502.

"Sets out the basic elements of agricultural policy and the conditions of food supply in Canada during the Second World War."

2. Hammond, Richard James. *Food*. London, HMSO; Longmans, Green, 1951-1962. 3 vols.

Contents: V.1. The Growth of Policy. V.2 and 3. Studies in Administration and Control. These volumes are released in the series of Official Histories of the Second World War, issued by the British Government.

Annual Reports

3. Manitoba. Workmen's Compensation Board. *Report for 1961*. Winnipeg, 1962. Pp. 31.

4. United States. Department of Labor. *Annual Report, 1961*. Washington, GPO, 1962. Pp. 302.

Canada at Work Broadcasts

The following 10 broadcasts were sponsored and published by the federal Department of Labour at the end of 1961 and in 1962.

5. Bissell, Claude Thomas. *Conference on Education*. Pp. 3.

Excerpts from the keynote address given at the opening of the Second Canadian Conference on Education held in Montreal in March 1962, by the President of the University of Toronto and former Chairman of the Canada Council.

6. Canada. Department of Labour. *Anti-Discrimination—a Film and its Results*. Pp. 4.

A talk about a film, "A Day in the Night of Jonathan Mole," made by the National Film Board for the federal Department of Labour. The film is concerned with racial discrimination.

7. Canada. Department of Labour. *Home Improvements in Winter*. Pp. 5.

A conversation between Frank Ellis, Manager of the Home Improvement Division of Allied Building Supplies in Ottawa, and George Blackburn, Director of Information, Department of Labour, Ottawa. They discuss the advantages of making home improvements during winter months.

8. Dickens, H. B. *Building Houses in Winter*. Pp. 4.

The speaker, who is associated with the Division of Building Research, National Research Council, tells how winter construction of houses is carried on.

9. Hayes (Mrs.) Saul. *Winter Employment*. Pp. 4.

The speaker, President of the National Council of Women of Canada, told of some of the ways women can help to alleviate winter unemployment.

10. McCallum, Frank. *The National Employment Committee*. Pp. 4

The speaker is Chairman of the National Employment Committee which advises and assists the Unemployment Insurance Commission in carrying out the operations of the National Employment Service.

11. Porter, John. *Fair Employment and the Fair Career*. Pp. 4.

The speaker, a professor in the Department of Sociology at Carleton University, spoke about the law and fair employment.

12. Royce, Marion V. *The I.L.O. and Women*. Pp. 5.

Tells how the International Labour Organization helps women workers.

13. Starr, Michael. *Winter Employment*. Pp. 4.

The Minister of Labour tells what the federal Government is doing to aid winter employment.

14. Thomson, William. *Winter Employment*. Pp. 4.

The speaker, Director of the National Employment Service, tells how the winter employment campaign is helped at the community level across the country.

Commerce

15. U.S. Bureau of the Census. *U.S. Commodity Exports and Imports as related to Output, 1958*. Washington, GPO, 1962. Pp. 50.

16. U.S. Bureau of the Census. *U.S. Commodity Exports and as related to Output, 1958*. Prepared under the direction of Harold T. Goldstein. Washington, GPO, 1961.

Economic Policy

17. Committee for Economic Development. *Fiscal and Monetary Policy for High Employment; a Statement on National Policy by the Research and Policy Committee of the C.E.D.* New York, 1962. Pp. 59.

The Research and Policy Committee of the CED makes recommendations on the following:

budgetary policy, budgetary procedures, adjusting taxes and expenditures, the role of monetary policy, and action dealing with recessions.

18. NEUFELD, EDWARD PETER. *Bank of Canada Operations and Policy*. Toronto, University of Toronto Press, 1958. Pp. 253.

". . . Deals with four aspects of central banking in Canada: the relationship between the Bank of Canada and the Government; the nature of the Bank's various objectives; the development and nature of the Bank's control techniques; and the operations of the Bank during periods of peacetime unemployment, war, and postwar readjustments and inflation."

19. THEIL, HENRI. *Economic Forecasts and Policy*, by H. Theil, assisted by J. S. Cramer, H. Moerman [and] A. Russchen. 2nd rev. ed. Amsterdam, North-Holland Pub. Co., 1961. Pp. 567.

Education

20. CANADA. WOMEN'S BUREAU. *Vocational and Technical Training for Girls at High School, Post-High-School and Trade School Levels of Education in Canada*. Ottawa, Queen's Printer, 1961. Pp. 45.

Outlines courses that are available for girls, giving details on the length of the course and financial assistance available for further education. Includes an index listing occupations or fields of work with page reference.

21. CLARKE, S. C. T. *The Cameron Report; a Condensation of the Royal Commission on Education in Alberta*. Edmonton, Alberta Teachers' Association, 1960.

Comprises the March 1960 issue of the ATA magazine, the official organ of the Alberta Teachers' Association. The report of the Alberta Royal Commission on Education was presented in 1959. Senator Donald Cameron was chairman.

22. DEWITT, NICHOLAS. *Education and Professional Employment in the U.S.S.R.* Washington, National Science Foundation, 1961. Pp. 856.

The author, an "internationally recognized authority on Soviet education and professional manpower resources," associated with the Russian Research Center at Harvard University, has based his book on Russian official data as well as on Western reports, accounts of visitors to Russia, and other sources of information.

23. KIDD, JAMES ROBBINS. *How Adults Learn*. New York, Association Press, 1959. Pp. 324.

Contents: Learning throughout Life. The Adult Learner. Physical and Sensory Capacity. Intellectual Capacities. Feelings and Emotions. Motivations, Interests, and Attitudes. Theories of Learning. Some Fields of Practice. The Environment for Learning—Forms and Devices. The Teaching-Learning Transaction. The Teacher in the Learning Transaction.

24. PIGOTT, ARTHUR V. *Education and Employment*. Ottawa, Canadian Conference on Education, 1961. Pp. 79.

Emphasizes the need for secondary or vocational education. This paper was prepared for the Second Canadian Conference on Education held in Montreal in March 1962.

25. SHEFFIELD, EDWARD FLETCHER. *Admission to University, 1961*. [Ottawa] Canadian Universities Foundation, [1962]. Pp. 4.

26. SHEFFIELD, EDWARD FLETCHER. *Enrolment in Canadian Universities and Colleges to 1970-71 (1961 Projection)*. Ottawa, Canadian Universities Foundation, 1962. Pp. 15.

English and French in parallel columns.

27. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Public Support of Education; Reports of National Teachers Association*. Washington, 1958. Pp. 52.

Includes reports from member organizations on public support for education. The four main aspects considered were economic aspects, promotion of public support, government support, and advances in recent years.

Labouring Classes

28. INDUSTRIAL RELATIONS COUNSELORS, INC. *A profile of the Teamsters Union*. New York, 1961. Pp. 47.

An examination of the largest and wealthiest single labour union in the U.S.

29. INTERNATIONAL LABOUR OFFICE. *Equality of Treatment of Nationals and Non-Nationals in Social Security*. Fifth item on the agenda. Geneva, 1961-1962. 2 vols. At head of title: Report 5(1)-(2). International Labour Conference. 46th Session, Geneva, 1962.

Part 1 contains a proposed convention and proposed recommendation on this topic. Part 2 contains replies from 73 member governments.

30. STONE, MORRIS. *Labor-Management Contracts at Work; Analysis of Awards reported by the American Arbitration Association*. New York, Harper, c1961. Pp. 307.

"The purpose of this volume is to illustrate contract interpretation problems resolved by arbitrators in 10 critical areas of employer-employee relations." Some of the topics considered are layoffs, seniority and ability, call-in pay, holidays, vacations, overtime, discharges, discipline, shop stewards, etc.

31 WHYTE, WILLIAM FOOTE. *Men at Work*. Homewood, Ill., Dorsey Press, 1961. Pp. 593.

Explores human relations in industry. Presents case studies, most of which are drawn from the author's own field of research experience.

National Industrial Conference Board

32. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Directorship Practices*, by John R. Kinley. New York, 1962. Pp. [144].

Shows trends in the relationships between companies and their directors. Contains information on fees and retainers paid by more than 900 companies. Contents of study: Size and Composition of the Board. Election of Directors. Compensation. Tenure and Retirement, Functions and Duties of Directors.

Legal Responsibilities of Directors. Board Meetings and Reports to Directors. Committees of the Board.

33. National Industrial Conference Board. *Growth Patterns in Industry: a Re-examination,* by J. Frank Gaston. New York, c1961. Pp. 94.

Concerned with measurements of the rates of growth of 32 industries in the U.S. over the last 40 years.

34. National Industrial Conference Board. *Measuring Advertising Results,* by Harry Deane Wolfe, James K. Brown [and] G. Clark Thompson. New York, c1962. Pp. 177.

Describes the methods used by several companies to measure the results of their advertising and includes 98 case examples. Also describes and evaluates the nine basic ways of measuring advertising results.

Occupations

35. McMaster University, Hamilton, Ont. Student Personnel Services. *Occupational Survey, McMaster University Graduates of 1950-1959.* [Hamilton, 1961?]. 1 vol. (unpaged).

A survey based on reports of 1996 graduates of McMaster University. Lists occupational titles in alphabetical order under each of the university courses.

36. Norris, Willa. *The Information Service in Guidance: Occupational, Educational, Social,* by Willa Norris, Franklin R. Zeran [and] Raymond N. Hatch. Chicago, Rand McNally, 1960. Pp. 598.

37. U.S. Interagency Advisory Committee on Essential Activities and Critical Occupations. *List of Currently Essential Activities; List of Currently Critical Occupations.* Washington, 1961. Pp. 19.

Prices

38. Organization for European Economic Co-operation. *The Problem of Rising Prices,* by William Fellner [and others. Paris, 1961]. Pp. 489.

Report of a group of independent experts appointed by the Council of the O.E.E.C.

Summarizes the record of rising prices and examines four causes of rising prices and some aspects of balance-of-payments management.

39. Wonnacott, Ronald Johnston. *Canadian-American Dependence; an Inter-industry Analysis of Production and Prices.* Amsterdam, North-Holland Publishing Company, 1961. Pp. 143.

"Part 1 provides the results of a concentrated study into the pattern of production and trade in the United States and Canada. Part 2 is an investigation into the extent to which the Canadian price structure is vulnerable to changing prices in the U.S. and elsewhere."

Unemployment

40. Northwestern Ontario Commission on Employment. *Report.* Port Arthur, Northwestern Ontario Development Association, 1961. Pp. 9.

41. Princeton University. Industrial Relations Section. *The Economics of Unemployment Compensation,* by Richard A. Lester. Princeton, 1962. Pp. 137.

"Examines the business-cycle aspects of unemployment compensation, the economic significance of unemployment taxes and their effects on interstate competition for business, and the consequences of labour-force developments for unemployment insurance."

Wages and Hours

42. Australia. Bureau of Census and Statistics. *Minimum Weekly Wage Rates, January 1957 to June 1961.* Canberra, 1961. Pp. 15.

43. Bowen, William Gordon. *The Wage-Price Issue; a Theoretical Analysis.* Princeton, N.J., Princeton University Press, 1960. Pp. 447.

"A project of the Industrial Relations Section, Princeton University." A discussion on the various aspects of inflation.

44. Bureau of National Affairs, Washington, D.C. *The New Wage and Hour Law,* by the Editorial Staff of Labor Relations Reporter, under the direction of Howard J. Anderson. [Rev. and enl. ed., Washington, 1961]. Pp. 129, 237.

Includes new rules of coverage, new exemptions, how to compute hours and overtime, how minimum wage applies, and a complete legislative history of the 1961 amendments.

Miscellaneous

45. Conference on Research in Income and Wealth. *Trends in the American Economy in the Nineteenth Century.* Princeton, Princeton University Press, 1960. Pp. 780.

Papers presented at the joint sessions of the Economic History Association and the Conference on Research in Income and Wealth, held in Williamstown, Mass., in September 1957. Contains articles by O. J. Firestone on "Development of Canada's Economy, 1850-1900," and "Canada's External Trade and Net Foreign Balance, 1851-1900," also another article on "Canadian Balance of Payments since 1868," by Penelope Hartland.

46. Conference on Statistics, Queen's University, Kingston, Ont., 1960. Papers. Edited by E. F. Beach and J. C. Weldon. Toronto, University of Toronto Press, c1962. Pp. 314.

Contents: Historical Estimates of Internal Migration in Canada, by Kenneth Buckley. The "Mass Society" and "Community" Analysis of the Social Present, by R. E. DuWors, R. Batson [and] M. Daffron. Canadian Criminal Statistics, by P. J. Giffen. The Postwar Rise of the Crude Petroleum Industry in Canada, by

E. J. Janson. Salaries of Engineers and Scientists, 1951, by G. Rosenbluth. The Distribution and Functions of Canadian Engineers and Scientists, by D. N. Solomon and A. M. Fergusson. The Structure and Growth of the Canadian Air Transport Industry, by K. W. Studnicki-Gizbert. The Canadian Manufacturing Industry, 1900-57, by T. R. Vout.

47. MICHAEL, DONALD N. *Cybernation: The Silent Conquest.* Santa Barbara, Center for the Study of Democratic Institutions, c1962. Pp. [48].

A report to the Center for the Study of Democratic Institutions. The word "cybernation" is used to refer to both automation and computers. Lists the advantages and the problems of cybernation.

48. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *European Housing Trends and Policies in 1960.* Geneva, United Nations, 1961. Pp. 55.

49. WAINBERG, J. M. *Company Meetings, including Rules of Order.* Toronto, Canada Law Book Company, 1961. Pp. 259.

Decisions of the Umpire

(*Continued from page 870*)

manner because, if the claimant was not registered for employment, it was because of her non-availability for work during the period in question and not of her negligence to make her claim in the prescribed manner.

On December 6 also, the insurance officer sent copies of all the appeal documents to the claimant and at the same time sent her a letter reminding her that she had the right, within 10 days, to "submit a memorandum of observations or representations to be considered by the Umpire." To date, no such memorandum has been submitted either by her or any other person on her behalf.

Considerations and Conclusions: A claimant's availability for work is a question of fact and, as stated by the insurance officer in his appeal, that question must be decided in taking into account the particular circumstances of each case.

According to the evidence, the claimant clearly stated that when she filed her application for benefit, she was not available for work "during the holidays and during the week of repairs," and at no time thereafter did she adduce valid proof to the contrary.

As the claimant's intention not to work during the entire period of time in question was clearly established in her case, the board of referees should not, in the absence of additional evidence, have considered her available for any part of the same period. The fact that the claimant's fellow-workers had, so far as they were concerned, established that they were available during the same period, did not justify the board of referees in granting her benefit to which neither the Act nor equity gave her any right.

I consequently decide to allow the insurance officer's appeal.

Canadian Railway Board of Adjustment

(*Continued from page 855*)

but had done "nothing more than a straight set-off of cars on one track." The train had been made up at Sarnia in such a way as to make switching at Chatham unnecessary.

This case was heard by a referee appointed by the Minister of Labour at the request of the Board of Adjustment, and his award constituted the decision of the Board in the case.

In his award, the referee noted that the company claimed the right to order road crews to perform yard duties any day of the week on which yard engines were not on duty, as long as they did no switching, but only straight set-offs.

He pointed out that the kind of work for which the claim was being made was considered as yard work on six days of the week.

He also said that "the spirit of the agreement evidently contemplates the receiving of extra pay on the part of yardmen performing road work and on the part of roadmen performing yard work."

The referee stated that the weight of the evidence, including the "unmitigated admissions made by the company," had convinced him of the validity of the union's claim. He ordered that the engineer and the fireman should be paid whatever extra pay they were entitled to for the switching performed, "which normally should have been performed by a yard crew."

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 23, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,752	611	1,868	2,484	1,176	613
Men	4,914	464	1,386	1,762	853	449
Women	1,838	147	482	722	323	164
14–19 years	693	70	215	239	117	52
20–24 years	869	89	284	281	147	68
25–44 years	3,014	252	850	1,123	512	277
45–64 years	1,948	177	469	752	352	198
65 years and over	228	23	50	89	48	18
Employed	6,451	566	1,763	2,392	1,150	580
Men	4,671	425	1,294	1,694	835	423
Women	1,780	141	469	698	315	157
Agriculture	687	45	131	173	306	32
Non-agriculture	5,764	521	1,632	2,219	844	548
Paid Workers	5,302	462	1,492	2,060	789	499
Men	3,709	338	1,057	1,428	530	356
Women	1,593	124	435	632	259	143
Unemployed	301	45	105	92	26	33
Men	243	39	92	68	18	26
Women	58	*	13	24	*	*
Persons not in the Labour Force	5,465	624	1,628	1,787	909	517
Men	1,160	151	339	344	203	123
Women	4,305	473	1,289	1,443	706	394

* Less than 10,000.

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TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JUNE 23, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14—19 years all persons	20—64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,217	1,815	3,566	959	3,649	912	1,316
Labour force	6,752	693	3,456	872	866	637	228
Employed	6,451	606	3,343	808	851	622	221
Unemployed	301	87	113	64	15	15	*
Not in labour force	5,465	1,122	110	87	2,783	275	1,088
Participation rate[2]							
1962, June 23	55.3	38.2	96.6	90.9	23.7	69.8	17.3
May 19	54.0	33.1	96.7	88.5	23.1	69.5	17.3
Unemployment rate[3]							
1962, June 23	4.5	12.6	3.3	7.3	1.7	2.4	*
May 19	5.1	10.4	4.4	9.5	1.9	2.7	*

(1) Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 23, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	June 1962	May 1962	June 1961
Total unemployed	301	336	370
On temporary layoff up to 30 days	11	12	16
Without work and seeking work	290	324	354
Seeking full-time work	268	307	332
Seeking part-time work	22	17	22
Seeking under 1 month	110	62	86
Seeking 1—3 months	69	93	101
Seeking 4—6 months	42	88	72
Seeking more than 6 months	69	81	95

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
March.....	44.5	426.4	144.4	.....	.....	.....	.....	.....	.....	1,482.3
April.....	43.2	430.9	148.1	.....	.....	.....	.....	.....	.....	1,508.8
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	–1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December...	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February..	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March*....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April†.....	45.0	465.1	153.6	.....	.....	.....	.....	.....	.....	1,613.2

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at April 1962 employers in the principal non-agricultural industries reported a total employment of 2,784,629. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners from whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949-100)[1]		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961						
April	112.6	181.8	78.12	105.4	184.1	80.95
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December*	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March*	115.2	187.2	80.41	109.6	189.3	83.23
April†	116.7	186.7	80.21	110.3	189.1	83.14

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961
				$	$	$
Provinces						
Newfoundland	117.7	113.3	107.0	73.07	74.17	70.69
Prince Edward Island	114.6	112.0	111.2	61.53	59.53	59.29
Nova Scotia	90.8	87.8	86.4	65.67	65.91	63.97
New Brunswick	92.6	97.0	88.7	65.93	67.57	64.55
Quebec	116.2	114.6	112.3	77.57	78.02	75.60
Ontario	119.8	118.0	115.1	83.27	83.22	80.80
Manitoba	106.9	105.8	105.1	74.83	74.94	72.78
Saskatchewan	116.9	113.5	116.8	75.98	75.90	73.38
Alberta (including Northwest Territories)	149.0	148.9	143.9	81.21	81.97	79.41
British Columbia (including Yukon)	111.4	110.4	108.8	87.14	87.10	86.03
Canada	**116.7**	**115.2**	**112.6**	**80.21**	**80.41**	**78.12**
Urban areas						
St. John's	129.6	121.3	117.7	59.79	59.46	57.09
Sydney	72.5	64.6	74.2	77.51	78.27	75.10
Halifax	119.2	126.0	113.3	67.84	68.01	64.12
Moncton	103.0	100.7	99.2	61.73	62.37	60.06
Saint John	105.9	117.9	95.4	64.21	67.59	62.47
Chicoutimi—Jonquiere	105.8	100.3	107.9	97.15	95.93	97.78
Quebec	116.8	113.9	108.5	68.47	68.19	66.74
Sherbrooke	103.2	105.3	97.3	66.78	66.38	64.21
Shawinigan	100.8	100.1	101.5	85.89	87.79	86.06
Three Rivers	112.5	108.6	108.5	72.26	74.53	73.28
Drummondville	57.6	58.7	75.0	65.49	66.04	63.49
Montreal	125.4	124.0	121.7	79.27	79.57	76.85
Ottawa—Hull	129.8	127.7	122.1	74.25	75.03	72.87
Kingston	112.8	111.9	116.7	77.42	77.92	76.74
Peterborough	94.1	92.8	88.7	90.04	89.58	85.01
Oshawa	185.3	181.3	172.2	104.88	96.59	90.44
Toronto	134.6	133.2	128.7	83.52	83.77	81.41
Hamilton	111.3	109.1	105.9	89.23	89.63	86.77
St. Catharines	110.2	109.2	105.1	94.28	93.17	89.96
Niagara Falls	96.1	92.2	92.3	83.19	84.06	83.24
Brantford	80.8	78.8	82.2	75.23	75.72	75.11
Guelph	119.6	118.4	115.8	73.75	73.94	71.29
Galt	111.4	109.1	105.2	71.90	72.85	69.65
Kitchener	127.0	124.9	117.0	74.96	75.44	73.33
Sudbury	144.0	142.2	146.1	92.04	91.97	91.55
Timmins	88.1	87.4	90.5	72.49	73.64	71.18
London	132.6	131.0	125.1	75.47	76.25	74.03
Sarnia	130.5	126.4	123.0	104.60	103.46	100.26
Windsor	72.9	64.0	72.7	90.12	89.16	87.17
Sault Ste. Marie	145.7	138.9	135.2	100.65	101.15	99.46
Ft. William—Pt. Arthur	99.3	93.9	105.0	79.23	80.64	80.93
Winnipeg	107.8	106.4	107.4	71.95	71.89	70.23
Regina	133.7	128.4	129.6	75.71	75.95	72.00
Saskatoon	132.6	129.4	134.3	70.74	70.22	69.68
Edmonton	193.1	189.9	177.9	75.88	76.09	74.07
Calgary	173.6	172.3	166.7	80.36	80.27	75.86
Vancouver	111.5	110.1	109.3	85.27	85.24	84.35
Victoria	112.1	112.6	104.8	79.78	79.23	78.07

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, APRIL, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961
				$	$	$
Mining	**113.3**	**114.3**	**111.8**	**98.15**	**99.19**	**95.16**
Metal mining	130.1	129.1	130.3	99.49	98.97	96.35
Gold	68.4	68.2	70.7	81.41	81.58	77.56
Other metal	187.4	185.6	185.9	105.63	104.91	103.01
Fuels	80.1	86.0	76.5	101.22	104.88	96.54
Coal	37.9	34.1	37.5	74.50	75.75	71.35
Oil and natural gas	252.1	297.7	244.7	117.61	118.51	113.14
Non-metal	135.6	130.7	131.0	86.99	89.14	87.46
Manufacturing	**110.3**	**109.6**	**105.4**	**83.14**	**83.22**	**80.95**
Durable goods	114.7	113.3	107.5	89.59	89.62	86.90
Non-durable goods	106.7	106.5	103.6	77.34	77.52	75.77
Food and beverages	107.7	105.1	104.5	74.02	74.01	72.72
Meat products	129.6	127.7	128.7	82.73	82.69	80.97
Canned and preserved fruits and vegetables	82.8	78.4	71.1	68.01	68.17	68.55
Grain mill products	97.5	98.2	98.9	79.59	79.59	78.37
Bread and other bakery products	109.6	108.6	107.6	68.47	67.85	66.59
Distilled and malt liquors	94.2	92.4	97.0	100.24	100.65	96.09
Tobacco and tobacco products	99.7	109.7	77.9	74.99	73.33	80.87
Rubber products	102.3	101.6	96.0	84.44	85.91	82.27
Leather products	88.6	89.9	85.6	54.70	56.50	53.89
Boots and shoes (except rubber)	96.0	97.3	91.9	52.11	54.32	50.95
Textile products (except clothing)	77.8	77.8	76.7	65.54	66.44	64.14
Cotton yarn and broad woven goods	74.2	75.1	69.8	61.73	63.79	60.81
Woollen goods	59.7	58.7	59.5	61.41	62.43	60.43
Synthetic textiles and silk	77.2	78.5	81.8	72.60	72.89	70.11
Clothing (textile and fur)	91.4	94.0	89.1	51.69	52.92	50.25
Men's clothing	94.0	95.9	90.2	50.34	51.79	49.01
Women's clothing	99.6	104.4	98.5	53.76	54.39	52.25
Knit goods	71.2	73.8	69.4	51.02	51.51	49.70
Wood products	101.5	102.8	97.2	70.36	71.58	70.33
Saw and planing mills	101.7	104.1	97.4	72.33	74.03	73.56
Furniture	112.6	111.7	105.9	68.54	68.56	66.09
Other wood products	78.6	78.9	79.1	62.72	63.78	61.98
Paper products	122.2	120.9	120.9	96.34	96.76	96.23
Pulp and paper mills	121.8	120.4	121.9	103.78	104.36	104.45
Other paper products	123.2	122.2	118.7	78.93	79.06	76.45
Printing, publishing and allied industries	126.0	126.2	123.2	90.87	90.73	87.14
Iron and steel products	106.2	105.0	101.9	94.35	93.50	91.50
Agricultural implements	63.3	64.0	69.9	98.10	96.85	93.02
Fabricated and structural steel	148.1	146.9	142.0	95.09	95.50	92.72
Hardware and tools	104.5	104.7	98.3	82.89	83.52	82.03
Heating and cooking appliances	99.4	98.4	92.1	80.06	80.99	77.62
Iron castings	93.2	91.6	87.3	90.07	91.10	86.67
Machinery, industrial	122.3	122.1	113.0	90.78	91.28	88.23
Primary iron and steel	121.3	119.2	115.4	108.57	108.07	105.30
Sheet metal products	109.2	106.5	103.6	92.31	92.51	89.97
Wire and wire products	109.6	108.9	108.4	93.61	93.50	92.09
Transportation equipment	113.4	110.2	103.3	97.08	95.79	91.30
Aircraft and parts	257.9	262.9	257.0	94.96	96.64	95.44
Motor vehicles	113.8	101.0	103.3	114.89	111.82	98.87
Motor vehicle parts and accessories	112.5	110.8	101.9	98.40	95.54	90.85
Railroad and rolling stock equipment	56.2	56.1	53.0	86.23	84.36	81.03
Shipbuilding and repairing	146.7	146.1	113.7	85.83	87.20	85.39
Non ferrous metal products	123.5	122.7	122.4	93.80	93.72	92.42
Aluminum products	136.7	135.2	135.3	91.47	91.91	90.58
Brass and copper products	103.4	103.8	100.6	89.75	90.22	86.72
Smelting and refining	138.4	136.8	142.2	102.44	101.81	99.89
Electrical apparatus and supplies	143.6	142.7	127.2	88.69	89.81	87.58
Heavy electrical machinery	104.6	103.4	96.1	97.14	96.84	95.19
Telecommunication equipment	255.3	257.3	210.4	86.84	88.01	87.82
Non-metallic mineral products	141.0	137.3	130.4	86.83	86.87	83.30
Clay products	86.0	82.5	78.8	79.65	79.10	77.56
Glass and glass products	161.3	156.6	149.5	83.41	83.91	80.07
Products of petroleum and coal	137.6	137.1	135.7	122.08	119.46	116.26
Petroleum refining and products	140.4	140.2	138.5	122.95	120.31	116.95
Chemical products	133.3	131.9	130.9	98.33	97.52	93.96
Medicinal and pharmaceutical preparations	121.8	122.5	118.8	85.80	85.75	83.15
Acids, alkalis and salts	155.1	154.3	153.4	109.49	109.00	105.10
Other chemical products	131.3	129.4	128.9	98.24	97.22	93.47
Miscellaneous manufacturing industries	141.4	140.9	132.6	72.69	73.67	72.28
Construction	**112.4**	**103.2**	**106.6**	**83.41**	**87.21**	**82.72**
Building and general engineering	110.8	104.0	105.1	90.13	94.25	89.82
Highways, bridges and streets	115.0	101.8	109.1	72.59	75.17	71.34
Electric and motor transportation	134.1	136.5	133.1	85.20	84.89	81.80
Service	**151.8**	**149.6**	**143.0**	**57.45**	**57.03**	**55.91**
Hotels and restaurants	129.2	127.1	124.8	43.36	43.16	42.45
Laundries and dry cleaning plants	129.1	125.5	119.6	49.93	49.83	48.79
Industrial composite	**116.7**	**115.2**	**112.6**	**80.21**	**80.41**	**78.12**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	April 1962	March 1962	April 1961	April 1962	March 1962	April 1961
				$	$	$
Newfoundland	42.1	42.3	41.0	1.70	1.74	1.78
Nova Scotia	41.2	40.6	40.7	1.65	1.64	1.61
New Brunswick	40.8	41.6	42.3	1.66	1.69	1.63
Quebec	41.2	42.0	41.5	1.69	1.68	1.64
Ontario	40.7	41.0	40.3	1.98	1.97	1.94
Manitoba	39.9	39.7	39.8	1.76	1.75	1.72
Saskatchewan	39.0	39.0	39.4	2.01	2.01	1.99
Alberta[1]	40.1	39.3	39.8	2.01	1.97	1.95
British Columbia[2]	37.5	38.1	38.4	2.28	2.27	2.24

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961	Apr. 1962	Mar. 1962	Apr. 1961
					$			$	
Mining	**41.5**	**42.0**	**41.4**	**2.18**	**2.17**	**2.13**	**90.40**	**91.28**	**88.04**
Metal mining	41.8	41.9	41.5	2.25	2.23	2.20	94.23	93.39	91.35
Gold	42.4	43.0	41.5	1.78	1.76	1.71	75.70	75.84	71.00
Other metal	41.6	41.5	41.6	2.43	2.40	2.39	100.92	99.79	99.17
Fuels	39.7	42.0	39.9	2.04	2.11	1.96	81.15	88.54	77.97
Coal	40.4	40.8	40.6	1.80	1.82	1.72	72.81	74.42	69.91
Oil and natural gas	38.5	43.3	38.7	2.48	2.39	2.37	95.72	103.21	91.49
Non-metal	42.0	42.3	42.6	1.98	2.00	1.97	83.21	84.89	84.10
Manufacturing	**40.6**	**41.0**	**40.6**	**1.88**	**1.87**	**1.84**	**76.51**	**76.68**	**74.56**
Durable goods	41.1	41.4	40.8	2.04	2.03	1.99	83.89	83.92	81.26
Non-durable goods	40.1	40.7	40.4	1.73	1.72	1.70	69.44	69.86	68.43
Food and beverages	40.3	40.4	40.6	1.67	1.67	1.65	67.30	67.33	67.10
Meat products	39.6	40.2	40.2	1.94	1.93	1.91	76.94	77.44	76.64
Canned and preserved fruits and vegetables	38.6	38.6	39.5	1.49	1.47	1.48	57.69	56.85	58.55
Grain mill products	42.0	41.6	42.2	1.80	1.80	1.74	75.76	75.14	73.55
Bread and other bakery products	41.5	41.2	41.8	1.51	1.50	1.46	62.64	61.68	61.29
Distilled liquors	38.8	39.8	40.3	2.17	2.15	2.09	84.19	85.33	84.22
Malt liquors	39.6	39.3	39.4	2.35	2.36	2.33	93.02	92.86	91.58
Tobacco and tobacco products	38.2	39.9	39.9	1.80	1.69	1.90	68.77	67.38	75.67
Rubber products	41.0	41.9	41.1	1.91	1.91	1.86	78.16	80.22	76.34
Leather products	39.0	41.2	39.7	1.27	1.26	1.24	49.69	51.87	49.10
Boots and shoes (except rubber)	38.5	41.1	39.2	1.23	1.21	1.18	47.34	49.88	46.41
Other leather products	40.1	41.2	40.8	1.37	1.37	1.35	55.20	56.55	55.05
Textile products (except clothing)	41.7	42.6	41.9	1.41	1.41	1.37	58.76	59.96	57.45
Cotton yarn and broad woven goods	40.1	41.3	40.4	1.45	1.45	1.40	57.98	59.95	56.43
Woollen goods	42.7	43.4	43.1	1.31	1.31	1.28	55.93	56.98	55.24
Synthetic textiles and silk	42.9	43.8	43.1	1.49	1.48	1.44	63.82	64.80	62.25
Clothing (textile and fur)	38.0	39.5	38.2	1.22	1.22	1.18	46.45	48.16	45.03
Men's clothing	37.8	39.4	37.6	1.21	1.21	1.18	45.69	47.60	44.29
Women's clothing	37.0	38.1	37.4	1.31	1.30	1.26	48.64	49.51	46.97
Knit goods	40.1	41.0	40.6	1.14	1.14	1.10	45.70	46.69	44.49
*Wood products	40.7	41.4	41.3	1.64	1.64	1.63	66.63	67.92	67.21
Saw and planing mills	39.6	40.9	41.0	1.76	1.75	1.75	69.68	71.62	71.74
Furniture	42.1	42.1	41.7	1.50	1.50	1.46	63.09	62.94	60.91
Other wood products	42.8	42.8	42.0	1.34	1.36	1.35	57.49	58.26	56.76
Paper products	41.0	41.1	41.6	2.20	2.21	2.17	90.24	90.72	90.28
Pulp and paper mills	41.0	41.0	41.8	2.37	2.39	2.34	97.22	97.89	98.05
Other paper products	41.1	41.2	41.0	1.75	1.75	1.69	71.91	72.00	69.37
Printing, publishing and allied industries	39.1	39.3	38.7	2.31	2.30	2.21	90.13	90.40	85.76
*Iron and steel products	41.2	41.3	40.6	2.17	2.17	2.13	89.42	89.63	86.70
Agricultural implements	40.7	41.1	40.3	2.22	2.24	2.19	90.28	91.93	88.30
Fabricated and structural steel	40.7	40.5	40.3	2.13	2.13	2.08	86.53	86.49	84.06
Hardware and tools	42.2	42.5	42.3	1.81	1.81	1.78	76.43	76.87	75.45
Heating and cooking appliances	40.5	40.9	39.3	1.84	1.84	1.80	74.36	75.27	70.63
Iron castings	42.0	42.6	40.9	2.06	2.06	2.00	86.35	87.57	81.92
Machinery, industrial	41.9	42.0	41.4	2.03	2.03	1.99	85.09	85.22	82.29
Primary iron and steel	40.3	40.1	39.9	2.58	2.58	2.53	104.04	103.32	100.88
Sheet metal products	41.3	41.4	40.7	2.12	2.11	2.10	87.55	87.56	85.64
Wire and wire products	41.5	41.5	41.6	2.11	2.11	2.08	87.76	87.54	86.34
*Transportation equipment	41.8	41.5	40.6	2.21	2.19	2.11	92.46	90.77	85.47
Aircraft and parts	40.4	41.4	42.1	2.12	2.14	2.10	85.74	88.53	88.42
Motor vehicles	44.9	43.8	39.6	2.48	2.44	2.30	111.46	106.78	91.24
Motor vehicle parts and accessories	42.8	42.0	40.6	2.20	2.17	2.11	94.07	91.01	85.52
Railroad and rolling stock equipment	40.0	39.4	39.8	2.10	2.09	1.97	84.13	82.22	78.37
Shipbuilding and repairing	39.7	40.3	40.7	2.12	2.13	2.05	84.01	85.74	83.32
*Non-ferrous metal products	40.4	40.6	40.5	2.16	2.14	2.14	87.21	87.16	86.55
Aluminum products	41.6	41.9	42.0	1.89	1.91	1.92	78.76	80.10	80.77
Brass and copper products	41.4	42.0	40.4	2.06	2.05	1.99	85.29	86.34	80.56
Smelting and refining	39.9	39.9	40.0	2.41	2.38	2.36	96.07	94.96	94.39
*Electrical apparatus and supplies	40.2	41.1	40.7	1.90	1.91	1.87	76.62	78.54	76.24
Heavy electrical machinery and equipment	40.9	40.9	40.7	2.12	2.12	2.08	86.79	86.81	84.83
Telecommunication equipment	39.8	41.1	40.6	1.75	1.75	1.76	69.55	72.14	71.29
Refrigerators, vacuum cleaners and appliances	39.3	40.0	40.6	1.93	1.94	1.90	75.92	77.52	77.03
Wire and cable	41.1	41.9	41.3	2.12	2.11	2.03	86.96	88.50	84.01
Miscellaneous electrical products	40.2	41.5	40.2	1.81	1.83	1.76	72.53	75.76	70.73
*Non metallic mineral products	42.3	42.6	41.9	1.92	1.90	1.85	81.00	80.96	77.75
Clay products	42.3	41.9	42.2	1.74	1.73	1.69	73.58	72.52	71.17
Glass and glass products	40.6	41.4	40.6	1.91	1.88	1.85	77.32	77.98	75.25
Products of petroleum and coal	41.8	40.5	40.9	2.67	2.64	2.54	111.68	106.84	103.99
Chemical products	41.2	40.8	40.7	2.09	2.08	2.02	86.25	84.84	82.22
Medicinal and pharmaceutical preparations	39.6	39.9	40.0	1.60	1.61	1.56	63.56	64.35	62.25
Acids, alkalis and salts	40.9	40.7	40.5	2.39	2.39	2.33	97.99	97.19	94.20
Miscellaneous manufacturing industries	40.8	41.8	41.7	1.54	1.54	1.51	62.91	64.28	62.82
Professional and scientific equipment	40.4	40.8	41.0	1.85	1.85	1.82	74.93	75.69	74.87
Construction	**38.5**	**40.4**	**39.3**	**2.08**	**2.10**	**2.02**	**80.10**	**84.83**	**79.58**
Building and general engineering	38.5	40.5	39.4	2.26	2.27	2.20	87.07	91.95	86.81
Highways, bridges and streets	38.5	40.0	39.1	1.73	1.76	1.69	66.75	70.53	66.18
Electric and motor transportation	**43.4**	**43.7**	**43.0**	**1.97**	**1.95**	**1.89**	**85.43**	**84.97**	**81.08**
Service	**38.2**	**38.4**	**39.0**	**1.10**	**1.09**	**1.07**	**42.02**	**41.79**	**41.66**
Hotels and restaurants	38.0	38.3	38.5	1.07	1.05	1.04	40.44	40.33	40.19
Laundries and dry cleaning plants	40.3	40.2	41.0	1.05	1.05	1.03	42.30	42.06	42.17

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949–100)	
				Current Dollars	1949 Dollars
	No.	$	$	No.	
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 April	40.6	1.84	74.56	178.6	138.5
May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March*	41.0	1.87	76.68	183.7	141.0
April†	40.6	1.88	76.51	183.3	140.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Latest figures subject to revision.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission.)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
June 1957	21,843	17,643	39,486	180,521	85,981	266,502
June 1958	11,011	13,040	24,051	350,897	155,245	506,142
June 1959	14,579	16,464	31,043	193,774	114,377	308,151
June 1960	17,227	15,875	33,102	258,719	131,936	390,655
June 1961	15,103	16,445	31,548	268,284	125,447	393,731
July 1961	15,880	14,732	30,612	246,016	117,993	364,009
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962 (a)	R 22,026	R 20,999	R 43,025	329,391	126,461	445,852
June 1962 (a)	22,563	20,674	43,237	237,747	119,561	357,308

(a) Latest figures subject to revision

* Current Vacancies only. Deferred Vacancies are excluded

R-Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH MAY 1961 - MAY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—May	229,959	88,523	89,371	41,316	81,694	30,861
June	230,718	100,318	81,236	47,267	73,620	37,793
July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	R 81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595

R-Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING MAY 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from May 1961
Agriculture, Fishing, Trapping	**6,261**	**1,191**	**7,452**	**+ 1,598**
Forestry	**6,774**	**55**	**6,829**	**— 966**
Mining, Quarrying and Oil Wells	**1,628**	**75**	**1,703**	**+ 538**
Metal Mining	1,058	15	1,073	+ 497
Fuels	149	27	176	— 31
Non-Metal Mining	218	2	220	+ 14
Quarrying, Clay and Sand Pits	131	4	135	+ 30
Prospecting	72	27	99	+ 28
Manufacturing	**20,323**	**10,678**	**31,001**	**+ 9,001**
Foods and Beverages	2,810	2,709	5,519	+ 1,858
Tobacco and Tobacco Products	180	183	363	+ 232
Rubber Products	164	102	266	+ 113
Leather Products	278	451	729	+ 268
Textile Products (except clothing)	658	523	1,181	+ 411
Clothing (textile and fur)	611	2,419	3,030	+ 735
Wood Products	2,895	371	3,266	+ 744
Paper Products	1,358	358	1,716	+ 287
Printing, Publishing and Allied Industries	748	571	1,319	+ 357
Iron and Steel Products	3,870	609	4,479	+ 1,171
Transportation Equipment	2,856	309	3,165	+ 1,063
Non-Ferrous Metal Products	790	215	1,005	+ 331
Electrical Apparatus and Supplies	717	739	1,456	+ 589
Non-Metallic Mineral Products	847	136	983	+ 231
Products of Petroleum and Coal	104	19	123	+ 40
Chemical Products	812	334	1,146	+ 335
Miscellaneous Manufacturing Industries	625	630	1,255	+ 236
Construction	**20,214**	**225**	**20,439**	**+ 5,297**
General Contractors	14,153	136	14,289	+ 3,666
Special Trade Contractors	6,061	89	6,150	+ 1,631
Transportation, Storage and Communication	**11,109**	**513**	**11,622**	**+ 3,310**
Transportation	10,346	259	10,605	+ 2,928
Storage	523	41	564	+ 207
Communication	240	213	453	+ 175
Public Utility Operation	**572**	**90**	**662**	**+ 165**
Trade	**11,416**	**6,682**	**18,098**	**+ 5,245**
Wholesale	5,117	1,714	6,831	+ 2,257
Retail	6,299	4,968	11,267	+ 2,988
Finance, Insurance and Real Estate	**668**	**1,195**	**1,863**	**+ 467**
Service	**28,846**	**17,891**	**46,737**	**+ 9,196**
Community or Public Service	1,111	1,780	2,891	+ 455
Government Service	16,685	1,277	17,962	+ 4,983
Recreation Service	886	360	1,246	— 107
Business Service	1,901	849	2,750	+ 656
Personal Service	8,263	13,625	21,888	+ 3,209
GRAND TOTAL	**107,811**	**38,595**	**146,406**	**+33,851**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 31, 1962(1)

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	7,360	1,940	9,300
Clerical Workers	17,456	45,241	62,697
Sales Workers	7,538	15,882	23,420
Personal & Domestic Service Workers	34,546	22,669	57,215
Seamen	1,596	24	1,620
Agriculture, Fishing, Forestry (Ex. log.)	3,661	521	4,182
Skilled and Semi-Skilled Workers	154,142	17,974	172,116
Food and kindred products (incl. tobacco)	1,402	639	2,041
Textiles, clothing, etc.	3,044	10,847	13,891
Lumber and lumber products	28,401	106	28,507
Pulp, paper (incl. printing)	1,019	460	1,479
Leather and leather products	1,062	1,235	2,297
Stone, clay & glass products	490	35	525
Metalworking	11,613	786	12,399
Electrical	2,408	889	3,297
Transportation equipment	588	29	617
Mining	2,489	.....	2,489
Construction	33,493	8	33,501
Transportation (except seamen)	32,239	114	32,353
Communications & public utility	949	2	951
Trade and service	4,805	1,571	6,376
Other skilled and semi-skilled	20,809	939	21,748
Foremen	3,437	310	3,747
Apprentices	5,894	4	5,898
Unskilled Workers	103,092	22,210	125,302
Food and tobacco	3,746	6,741	10,487
Lumber & lumber products	13,612	342	13,954
Metalworking	4,205	487	4,692
Construction	51,638	.....	51,638
Other unskilled workers	29,891	14,640	44,531
GRAND TOTAL	**329,391**	**126,461**	**455,852**

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) May 31, 1962	Previous Year May 31, 1961
Newfoundland	**19,298**	**20,335**
Corner Brook	4,741	4,950
Grand Falls	1,570	1,739
St. John's	12,987	13,646
Prince Edward Island	**2,602**	**3,145**
Charlottetown	1,624	1,820
Summerside	978	1,325
Nova Scotia	**23,213**	**26,455**
Amherst	897	987
Bridgewater	844	1,437
Halifax	4,925	6,150
Inverness	622	849
Kentville	2,008	2,778
Liverpool	505	609
New Glasgow	2,204	3,208
Springhill	803	1,106
Sydney	6,131	3,578
Sydney Mines	1,346	2,095
Truro	1,239	1,772
Yarmouth	1,689	1,886
New Brunswick	**21,031**	**27,241**
Bathurst	2,769	3,807
Campbellton	2,287	3,078
Edmundston	1,373	1,785
Fredericton	1,757	2,384
Minto	553	606
Moncton (2)	4,648	5,558
Newcastle	2,192	3,007
Saint John	2,605	3,103
St. Stephen	1,217	1,620
Sussex	392	579
Woodstock	1,238	1,714
Quebec	**148,226**	**178,756**
Alma	2,731	2,551
Asbestos	578	704
Baie Comeau	593	873
Beauharnois	979	1,340
Buckingham	1,037	1,208
Causapscal	2,329	2,308
Chandler	1,515	1,229
Chicoutimi	2,426	2,455
Cowansville	278	380
Dolbeau	1,840	1,933
Drummondville	2,056	2,068
Farnham	579	602
Forestville	1,002	990
Gaspé	1,533	1,407
Granby	1,761	2,087
Hull	2,959	3,590
Joliette	2,749	3,549
Jonquière	2,635	2,821
Lachute	634	589
La Malbaie	1,856	1,681
La Tuque	902	1,045
Lévis	2,554	3,481
Louiseville	777	1,043
Magog	399	525
Maniwaki	908	1,170
Matane	2,821	1,403
Mégantic	1,022	1,451
Mont-Laurier	889	1,141
Montmagny	1,869	2,413
Montréal	45,584	62,041
New Richmond	1,731	1,808
Port Alfred	1,229	1,201
Québec	10,880	12,297
Rimouski	4,316	3,926
Rivière du Loup	4,013	5,076
Roberval	1,622	1,705
Rouyn	3,441	4,316
Ste. Agathe des Monts	585	881
Ste. Anne de Bellevue	742	952
Ste. Thérèse	1,461	1,861
St. Hyacinthe	1,218	1,934
St. Jean	1,596	2,023
St. Jérome	978	1,377
Sept-Iles	1,827	3,017
Shawinigan	3,724	4,634
Quebec—Concluded		
Sherbrooke	4,180	4,250
Sorel	1,179	1,576
Thetford Mines	1,181	1,583
Trois-Rivières	3,837	4,749
Val d'Or	1,985	3,017
Valleyfield	1,976	2,046
Victoriaville	1,054	1,699
Ville St. Georges	3,676	2,750
Ontario	**129,635**	**176,751**
Arnprior	306	249
Barrie	1,185	1,246
Belleville	1,478	1,943
Bracebridge	736	658
Brampton	779	1,060
Brantford	1,781	2,494
Brockville	510	491
Carleton Place	171	295
Chatham	1,643	2,731
Cobourg	679	840
Collingwood	366	596
Cornwall	2,448	3,108
Elliot Lake	499	412
Fort Erie	343	570
Fort Frances	538	601
Fort William	2,232	2,350
Galt	863	2,034
Gananoque	215	266
Goderich	277	394
Guelph	1,277	2,243
Hamilton	10,457	14,528
Hawkesbury	586	586
Kapuskasing	1,572	1,992
Kenora	615	617
Kingston	1,866	1,943
Kirkland Lake	1,030	1,516
Kitchener	1,749	3,163
Leamington	505	1,360
Lindsay	628	508
Listowel	199	287
London	3,488	5,155
Long Branch	2,890	3,854
Midland	402	577
Napanee	410	565
Newmarket	1,065	1,341
New Liskeard (3)	472	.....
Niagara Falls	1,423	2,468
North Bay	1,113	1,755
Oakville	478	812
Orillia	566	1,016
Oshawa	3,103	4,111
Ottawa	4,714	6,125
Owen Sound	1,001	1,374
Parry Sound	333	292
Pembroke	1,417	1,939
Perth	504	461
Peterborough	2,564	3,546
Picton	154	213
Port Arthur	3,430	3,746
Port Colborne	687	817
Prescott	539	746
Renfrew	343	422
St. Catharines	3,465	3,953
St. Thomas	747	1,232
Sarnia	1,795	2,615
Sault Ste. Marie	1,877	2,897
Simcoe	566	930
Sioux Lookout	310	311
Smiths Falls	424	492
Stratford	521	665
Sturgeon Falls	704	703
Sudbury	3,195	4,529
Tillsonburg	125	559
Timmins	2,200	2,539
Toronto	30,973	44,124
Trenton	613	715
Walkerton	449	679
Wallaceburg	426	881
Welland	1,695	2,070
Weston	2,465	3,671
Windsor	7,816	9,638
Woodstock	640	1,132

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) May 31, 1962	Previous Year May 31, 1961	Office	(1) May 31, 1962	Previous Year May 31, 1961
Manitoba	**20,967**	**23,508**	**British Columbia**	**51,893**	**64,631**
Brandon	1,578	1,695	Chilliwack	1,038	1,360
Dauphin	1,204	1,195	Courtenay	648	918
Flin Flon	163	186	Cranbrook	1,151	1,231
Portage la Prairie	837	925	Dawson Creek	1,432	1,395
The Pas	475	363	Duncan	632	667
Winnipeg	16,710	19,144	Kamloops	1,285	1,226
			Kelowna	978	1,102
Saskatchewan	**12,382**	**15,988**	Kitimat	111	141
Estevan	273	303	Mission City	719	994
Lloydminster	243	378	Nanaimo	721	1,145
Moose Jaw	875	1,029	Nelson	716	891
North Battleford	714	872	New Westminster	7,518	8,510
Prince Albert	2,017	1,771	Penticton	1,173	1,404
Regina	2,686	2,947	Port Alberni	578	640
Saskatoon	3,137	5,708	Prince George	2,219	2,702
Swift Current	433	412	Prince Rupert	1,288	1,453
Weyburn	218	346	Princeton	391	462
Yorkton	1,786	2,222	Quesnel	1,564	1,386
			Trail	682	905
Alberta	**26,605**	**33,619**	Vancouver	22,055	29,136
Blairmore	459	579	Vernon	1,590	1,905
Calgary	7,255	9,806	Victoria	3,071	4,490
Drumheller	447	592	Whitehorse	333	568
Edmonton	13,141	16,142			
Edson	566	665	**CANADA**	**455,852**	**569,829**
Grande Prairie	1,128	1,194			
Lethbridge	1,693	1,885	Males	329,391	418,218
Medicine Hat	733	853			
Red Deer	1,183	1,303	Females	126,461	151,611

(1) Preliminary subject to revision.

(2) Includes 254 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962, figures included with Kirkland Lake, Local Office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—March	4,095,000	3,407,500	687,500*
February	4,092,000	3,373,300	718,700*
January	4,208,000	3,509,500	698,500*
1961—December	4,196,000	3,594,800	601,200*
November	4,081,000	3,695,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100
March	4,210,000	3,372,000	838,000

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL, 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,445	4,381	1,064	5,841	4,890	951	1,607
Prince Edward Island	1,127	852	275	1,237	1,128	109	232
Nova Scotia	10,671	6,828	3,843	11,445	10,302	1,143	2,200
New Brunswick	9,819	6,913	2,906	10,476	9,371	1,105	2,257
Quebec	53,848	37,356	16,492	56,673	48,347	8,326	14,663
Ontario	55,339	35,408	19,931	55,999	46,577	9,422	14,373
Manitoba	8,281	5,772	2,509	8,287	6,912	1,375	2,021
Saskatchewan	5,526	3,971	1,555	5,646	4,767	879	1,292
Alberta	11,827	8,374	3,453	12,113	10,059	2,054	2,756
British Columbia	19,416	12,225	7,191	20,438	16,608	3,830	5,007
Total, Canada, April 1962	181,299	122,080	59,219	188,155	158,961	29,194	46,408
Total, Canada, March 1962	225,813	157,663	68,150	229,044	198,236	30,808	53,264
Total, Canada, April 1961	209,551	144,114	65,437	234,788	205,470	29,318	44,895

* In addition, revised claims received numbered 64,975.

† In addition, 55,322 revised claims were disposed of. Of these, 4,638 were special requests not granted and 2,167 were appeals by claimants. There were 21,494 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, APRIL 30, 1962

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	April 28, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada	564,478	92,874	46,659	79,020	73,038	78,482	74,684	119,721	44.4	713,147
Male	435,094	71,820	37,456	62,895	57,630	60,860	61,824	82,609	49.2	556,963
Female	129,384	21,054	9,203	16,125	15,408	17,622	12,860	37,112	28.0	156,184
Newfoundland	27,253	2,197	1,424	3,519	4,163	5,369	6,240	4,341	81.7	30,423
Male	25,552	2,026	1,350	3,333	3,935	5,049	6,012	3,847	83.4	28,490
Female	1,701	171	74	186	228	320	228	494	56.9	1,933
Prince Edward Island	4,826	368	206	329	513	963	1,534	913	75.4	5,059
Male	3,947	281	172	264	443	810	1,303	674	78.4	4,230
Female	879	87	34	65	70	153	231	239	62.3	829
Nova Scotia	33,560	5,243	2,294	3,598	3,635	5,993	5,495	7,302	56.9	38,539
Male	28,790	4,697	1,974	3,013	3,065	5,295	4,974	5,772	58.6	33,357
Female	4,770	546	320	585	570	698	521	1,530	46.7	5,182
New Brunswick	32,678	3,872	2,598	4,627	4,524	5,191	5,618	6,248	69.3	39,218
Male	27,756	3,378	2,409	4,184	4,010	4,498	4,861	4,416	71.9	33,788
Female	4,922	494	189	443	514	693	757	1,832	54.6	5,430
Quebec	174,620	28,042	14,165	26,703	25,263	23,706	22,425	34,316	45.6	228,346
Male	139,461	21,028	11,496	22,479	21,784	19,641	19,087	23,946	50.4	183,117
Female	35,159	7,014	2,669	4,224	3,479	4,065	3,338	10,370	26.6	45,229
Ontario	156,463	27,967	12,720	21,642	18,310	19,480	18,110	38,234	26.5	213,303
Male	109,444	20,077	9,268	15,321	12,660	13,167	13,899	25,052	28.9	152,934
Female	47,019	7,890	3,452	6,321	5,650	6,313	4,211	13,182	20.9	60,369
Manitoba	29,238	4,360	2,370	4,217	4,421	4,342	3,763	5,765	34.5	32,514
Male	22,487	3,427	1,865	3,302	3,278	3,297	3,073	4,245	39.9	25,443
Female	6,751	933	505	915	1,143	1,045	690	1,520	16.5	7,071
Saskatchewan	19,061	2,702	1,450	2,275	2,451	3,107	2,966	4,110	55.9	20,446
Male	14,738	2,209	1,165	1,752	1,845	2,294	2,474	2,999	61.6	16,188
Female	4,323	493	285	523	606	813	492	1,111	36.6	4,258
Alberta	33,537	7,493	3,977	5,132	4,573	4,305	3,234	4,823	68.9	37,687
Male	25,691	6,123	3,272	4,029	3,303	3,228	2,469	3,267	73.7	30,061
Female	7,846	1,370	705	1,103	1,270	1,077	765	1,556	53.3	7,626
British Columbia	53,242	10,630	5,455	6,978	5,185	6,026	5,299	13,669	33.4	67,612
Male	37,228	8,574	4,485	5,218	3,307	3,581	3,672	8,391	37.6	49,355
Female	16,014	2,056	970	1,760	1,878	2,445	1,627	5,278	23.5	18,257

TABLE E-4—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL 1962

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid $
Newfoundland		113,996	2,752,086
Prince Edward Island		20,845	448,066
Nova Scotia		122,068	2,818,201
New Brunswick		120,446	2,734,135
Quebec		673,341	16,625,251
Ontario		585,573	14,423,550
Manitoba		105,122	2,568,188
Saskatchewan		70,209	1,698,554
Alberta		112,793	2,863,516
British Columbia		189,560	4,715,581
Total, Canada, April 1962		2,113,953	51,647,128
Total, Canada, March 1962		2,810,753	68,826,613
Total, Canada, April 1961		2,691,331	64,540,203

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—June	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1962

1957 Weighted

(1949 = 100)

——	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 1961	April 1962	May 1962							
St. John's, Nfld.[1]	116.7	117.4	117.6	112.5	113.3	111.6	124.3	155.0	152.1	98.9
Halifax	128.0	130.0	129.2	119.6	133.9	123.2	138.9	160.1	163.1	123.9
Saint John	129.7	131.1	130.8	123.7	131.2	121.3	143.5	179.9	150.1	124.3
Montreal	127.9	130.5	130.2	129.3	134.0	106.0	160.5	164.4	141.6	118.7
Ottawa	129.0	131.7	131.2	123.6	137.0	118.0	154.0	163.0	142.6	123.9
Toronto	130.2	132.1	131.7	122.3	139.5	117.5	134.7	155.7	182.2	122.4
Winnipeg	126.6	128.9	128.7	126.5	129.0	117.7	132.5	172.0	139.3	120.6
Saskatoon-Regina	124.6	127.3	126.9	122.3	126.9	126.9	135.5	144.3	146.7	119.6
Edmonton-Calgary	124.2	125.5	125.5	118.9	127.0	120.4	130.3	162.4	141.9	119.6
Vancouver	129.1	129.2	129.1	124.3	133.9	116.7	137.4	150.1	146.5	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: May	35	50	12,182	106,320	0.10
June	22	39	12,404	127,790	0.12
July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	...	...	...
Manufacturing	22	4,296	25,110
Construction	13	3,922	48,530
Transpn. & utilities	6	9,036	65,200
Trade	2	46	400
Finance	...	...	...
Service	2	33	460
Public administration	...	...	...
All industries	45	17,333	139,700

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Srikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	20	60
New Brunswick	1	42	1,020
Quebec	9	5,502	64,430
Ontario	22	4,236	22,230
Manitoba	3	338	2,880
Saskatchewan	...	...	...
Alberta	3	187	2,780
British Columbia	3	132	2,190
Federal	3	6,876	44,110
All jurisdictions	45	17,333	139,700

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1962

(Preliminary)

Figures in parentheses indicate the number of workers indirectly affected.

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont	Teamsters Loc. 879 (Ind.)	165	1,820	1,820	May 16	Wages~
Textiles						
Canadian Celanese, Drummondville, Que.	Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)	1,900	3,800	66,180	Mar. 17 May 2	Wages, hours, Rand formula, health plan, seniority~6¢ an hour the first year, 5¢ an hour the second year, other wage adjustments; seniority rights accepted in part; group insurance being studied.
Thor Mills Limited, Granby, Que.	Textile Federation (CNTU)	184	3,310	3,310	May 6	Wages, Rand formula seniority~
Wood						
Western Plywood (Alta.) Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	115	2,350	6,440	Mar. 15	Wages, hours, union security~
Paper						
Howard Smith Paper Mills, Cornwall, Ont.	Paper Makers Loc. 212 (AFL-CIO/CLC)	624	2,340	2,340	May 3 May 8	Weekly hours as affected by change from 7 to 6 day schedule~Return of workers pending grievance procedure.
Metal Fabricating						
Noront Steel Construction, Sudbury, Ont.	Boilermakers Loc. 128 (AFL-CIO/CLC)	508	510	510	May 4 May 7	Jurisdictional dispute between unions ~ Return of workers pending further discussions *re* jurisdiction.
Machinery						
Rockwell Mfg., Guelph, Ont.	Moulders Loc. 92 (AFL-CIO/CLC)	165	470	3,770	Apr. 3 May 4	Wages~Wage increase, improved fringe benefits.
CONSTRUCTION						
Builders Association of the Eastern Townships Sherbrooke, other centres Eastern Townships, Que.	Building Workers' Federation (CNTU)	2,500	40,000	70,000	Apr. 12 May 24	Working conditions, wages~ 10¢ an hour increase on signing of contract, 20¢ an hour Jan. 1, 1963, 10¢ an hour May 1, 1964; 40 hour week effective Jan. 1, 1963, increased vacation pay.
George and Asmussen, Milton, Ont.	Bricklayers Loc. 1, (AFL-CIO/CLC)	119 (5)	600	600	May 2 May 9	Payment of travelling time to job site~Return of workers.
Foundation Company, Sudbury, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	532	2,660	2,660	May 14 May 22	Living allowance, recognition of shop steward, other grievances~Return of workers pending discussion of grievances.
S. E. Gage Co., Winnipeg, Man.	Asbestos Workers Loc. 99 (AFL-CIO/CLC)	270	1,620	1,620	May 17 May 28	Hiring non-union workers~ Return of workers following withdrawal of pickets.
Various construction firms, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	154	620	620	May 28	Non-union contractors on North York project~
TRANSPN. & UTILITIES						
Various trucking firms*, Quebec and Ontario	Teamsters Loc. 106 (Ind.)	800	18,000	26,670	Apr. 16	Wages in a 3-year contract~
Various trucking firms, Montreal, other points, Que.	Teamsters Loc. 106 (Ind.)	645	14,510	21,540	Apr. 16	Wages in a 3-year contract~
Various trucking firms,*	Teamsters, various locals (Ind.)	6,000 (16)	25,000	25,000	May 27	Wages, piggy-back operations, 3-year agreement~
Various trucking firms, Ontario	Teamsters, various locals (Ind.)	1,500	6,250	6,250	May 27	Wages, piggy-back operations, 3-year agreement~

* Federal jurisdiction.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1962 BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	....	....	1	....	....	....	....	....	....	....	1
Struck by:													
(a) Tools, machinery, cranes, etc.	1	....	1	....	2	....	....	....	....	....	....	....	4
(b) Moving vehicles	....	....	....	....	....	....	....	5	....	....	2	....	7
(c) Other objects	1	16	....	10	5	2	2	1	1	....	2	1	41
Caught in, on or between machinery, vehicles, etc.	2	1	....	4	3	1	....	3	2	....	1	....	17
Collisions, derailments, wrecks, etc.	....	2	....	1	2	2	1	11	4	....	1	....	24
Falls and slips:													
(a) On same level	....	....	....	....	....	....	....	1	1	....	1	....	3
(b) To different levels	....	....	1	5	9	11	....	5	2	....	....	....	33
Conflagrations, temperature extremes and explosions	....	....	....	3	4	9	1	....	1	....	1	....	19
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	6	2	....	....	1	....	....	....	....	9
Electric current	....	....	....	1	....	2	....	....	....	....	....	....	3
Over-exertion	....	....	....	1	2	....	1	3	....	....	2	....	9
Miscellaneous accidents	....	....	....	....	1	....	....	....	....	....	3	....	4
Total, first quarter 1962	4	19	2	31	31	27	5	30	11	....	13	1	174
Total, first quarter 1961	11	34	26	26	36	35	6	40	12	....	24	....	250

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1962

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	1	.....	2	.....	.....	.....	.....	.....	4
Logging	.....	.....	.....	.....	.....	5	.....	1	3	10	.....	19
Fishing and Trapping	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	2
Mining and Quarrying	2	.....	1	.....	1	15	.....	2	7	2	1	31
Manufacturing	.....	1	2	.....	6	9	2	1	2	8	.....	31
Construction	2	.....	.....	1	4	5	.....	2	10	3	.....	27
Public Utilities	.....	.....	.....	.....	1	3	.....	.....	.....	1	.....	5
Transportation, Storage and Communications	.....	.....	1	2	2	13	2	2	4	4	.....	30
Trade	.....	.....	.....	.....	.....	7	.....	.....	3	1	.....	11
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	.....	8	1	1	.....	3	.....	13
Unclassified	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Total	5	1	6	4	15	67	5	9	29	32	1	174*

* Of this total 139 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 35 were obtained from other non-official sources.